BP-4119.41 (a)
BP-4219.41 (a)
BP-4319.41 (a)

ALL PERSONNEL – EMPLOYEES WITH INFECTIOUS DISEASE

The School Board desires to promote the health of district students and staff to reduce absenteeism and enhance employee and student performance. The Superintendent or designee shall develop strategies to prevent the outbreak or spread of infectious diseases at district schools.

An infectious disease is one that is caused by a microorganism and is potentially transmittable to another individual, whether through airborne transmission, bloodborne transmission, skin-to-skin contact, foodborne transmission, or other casual or noncausal means. A communicable infectious disease, such as influenza or chicken pox, is contagious and can be readily transmitted by infectious bacteria or viral organisms.

To the extent required by law, job applicants shall be required to provide evidence that they are free of tuberculosis or any other communicable infectious disease prior to beginning employment.

To prevent the outbreak or spread of infectious diseases, the Superintendent or designee may provide infection prevention supplies and information to employees, including information about recommended vaccinations. Employees also shall observe universal precautions to avoid contact with potentially infectious blood or other bodily fluids.

Plans for addressing a communicable infectious disease outbreak, including, but not limited to, plans for addressing employee shortages during such an outbreak, shall be included in the district's emergency preparedness plan.

The Superintendent or designee shall immediately report to the local health officer the presence or suspected presence of any communicable infectious disease.

Nondiscrimination/Reasonable Accommodation

The district shall not discriminate against any employee or job applicant who has an infectious disease and is a qualifying individual with a disability under the Americans with Disability Act, Section 504 of the Federal Rehabilitation Act, or Alaska's Nondiscrimination in Employment Act.

Upon request, any qualified person with a disability shall be provided reasonable accommodation to perform the essential duties of his/her position in accordance with the criteria and processes described by law.

Confidentiality

The Board and the Superintendent or designee shall ensure that employees rights to confidentiality are strictly observed. The district shall disclose medical record information only to the extent required or permitted by law. The medical records of any employees with a disabling infectious disease shall be held in strict confidence.

BP-4119.41 (b)
BP-4219.41 (b)
BP-4319.41 (b)

ALL PERSONNEL – EMPLOYEES WITH INFECTIOUS DISEASE

Legal References:

UNITED STATES CODE

AMERICANS WITH DISABILITIES ACT, 42 U.S.C 2010, et. seq
Section 504 of the Rehabilitation Act of 1973, 29 U.S.C., et. seq.

CODE OF FEDERAL REGULATIONS, TITLE 17

17. C.F.R. 2500, Reportable diseases and conditions
17. C.F.R. 2508 Reporting of communicable diseases, duty of schools

ALASKA ADMINISTRATIVE CODE

4 AAC 06.140 AIDS in school personnel
4 AAC 06.150 Confidentiality of AIDS information

Adopted using the AASB Sample Policy: September 21, 2026