

523.2-RULE STAFF COMMUNICABLE DISEASE GUIDELINES

1. District employees who have a communicable disease as defined by the health and family services guidelines or Health and Family Services Administrative Rule 145 who may expose others to significant risk while they perform their duties will not be excused from work unless they are deemed a legitimate health risk. The district may make modifications in an employee's work assignment to accommodate any outcomes of such determination.

The determination as to whether or under what circumstances an employee with a communicable disease poses a significant health risk to others in the school setting or in school related activities shall be made by the superintendent on the recommendation of the local health care team (LHCT). Said determination shall be based solely upon the available medical evidence.

Should the superintendent, on recommendation of the local health care team (LHCT), determine that an employee poses a significant health risk to others in the school environment, the superintendent shall notify the employee in writing of the recommended action to be taken. The superintendent may require a physician's statement regarding the employee's return to work.

2. District employees who provide services or perform duties that expose them to a significant health risk may be excused by the district from providing such services or performing such duties until such time as they are no longer exposed to a significant health risk. The district may make modifications in an employee's work assignment to accommodate any outcomes of such determination. If a district employee has a personal health problem which he/she believes should be a consideration in the decision to exclude under this section, then the employee must inform the building principal of his/her personal health problem.

The determination as to whether or under what circumstances the provision of services or the performance of duties pose a significant health risk to an employee shall be made by the superintendent upon the recommendation of the local health care team (LHCT). Said determination shall be based solely upon the available medical evidence.

Should the superintendent determine that the provision of services or the performance of duties pose a significant health risk to an employee, modifications may be made in an employee's work assignment to accommodate any outcomes of such determination.

3. All information related to such cases will be held strictly confidential and will be disclosed only with the permission of the affected individual.

CROSS REF.: Emergency Care Handbook

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