

Communicable Diseases – Employees

Agency personnel with a communicable disease will be allowed to perform their customary employment duties if they are able to perform the tasks assigned to them and if their presence does not create a substantial risk of illness transmission to the students or other personnel. The term “communicable disease” shall mean an infectious or contagious disease spread from person-to-person, animal to person, or as defined by the State Department of Health.

The health risk to an immuno-depressed employee shall be determined by the employee’s personal physician. The health risk to others in the school environment from the presence of employees with a communicable disease shall be determined on a case-by-case basis by public health officials.

Since there may be greater risks of transmission of a communicable disease for some persons with certain conditions than for other persons infected with the same disease, the effect upon the educational program, the effect upon the person, and other factors deemed relevant by public health officials or the Administrator shall be considered in assessing the employee’s continued presence and performance of employment responsibilities. The Administrator may require medical evidence that an employee with a communicable disease is able to perform assigned duties.

An employee shall notify the Administrator upon awareness that he/she has a communicable disease. Health data of an employee is confidential and shall not be disseminated.

Adopted: 03-13-03
Reviewed: 11-2-16
Reviewed: 05-4-22