

## EMPLOYEES

### Series 400

Policy Title Communicable Diseases - Employees

Code No. 403.03

Employees with a communicable disease will be allowed to perform their customary employment duties provided they are able to perform the essential functions of their position and their presence does not create a substantial risk of illness or transmission to students or other employees. The term "communicable disease" shall mean an infectious or contagious disease spread from person to person, or animal to person, or as defined by law.

The health risk to immunodepressed employees is determined by their personal physician. The health risk to others in the school district environment from the presence of an employee with a communicable disease is determined on a case-by-case basis by the employee's personal physician, a physician chosen by the school district or public health officials.

Prevention and control of communicable diseases shall be included in the school district's bloodborne pathogens exposure control plan. The procedures shall include scope and application, definitions, exposure control, methods of compliance, universal precautions, vaccination, post-exposure evaluation, follow-up communication of hazards to employees and record keeping. This plan is reviewed annually by the superintendent and school nurse.

Health data of an employee is confidential, and it shall not be disclosed to third parties. Employee medical records shall be kept in a file separate from their personal file.

It is the responsibility of the superintendent, in conjunction with the school nurse, to develop administrative regulations stating the procedures for dealing with employees with a communicable disease.

#### **Legal Reference:**

School Board of Nassau County v. Arline, 48 U.S. 273 (1987).

29 U.S.C. §§ 794, 1910 (2012).

42 U.S.C. §§ 12101 *et seq.* (2012).

45 C.F.R. Pt. 84.3 (2012).

Iowa Code Chs. 139(a); 141(a) (2013).

641 I.A.C. 1.2-.7

#### **Cross Reference:**

401.05 Employee Records

403.01 Employee Physical Examination

507.03 Communicable Diseases - Students

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