

Staff Health and Safety
(Communicable Diseases)

Employees with Chronic Communicable Diseases

1. District personnel and community agency representatives are responsible for notifying the superintendent whenever they are aware of an employee suspected of having a chronic communicable disease.
2. Upon notification, the superintendent will contact the local health officer for advice regarding applicable regulations of the local Board of Health. If the superintendent has reasonable cause to believe that the employee is an infected individual, the superintendent will require the employee to provide appropriate medical reports or submit to a medical evaluation. Reasonable cause would exist, for example, if the spouse of a school employee has AIDS, or if a school employee recently has given birth to a child who has AIDS. The cost of a requested medical evaluation will be born by the Alva Board of Education.
3. The sexual orientation of an employee will not constitute reasonable cause to believe that the employee is an infected individual. No employee will be required to provide information as to his or her sexual orientation.
4. In the event that medical data reveals that the employee has been diagnosed as having a chronic communicable disease, the determination of whether or not that employee should be permitted to remain employed in a capacity that involves contact with students or other employees will be made on a case-by-case basis. The superintendent will schedule a meeting for that purpose with the following individuals in attendance:
 - Employee and/or representative
 - Local Health Department representative
 - Reporting physician
 - Infectious disease consultant
 - Legal counsel, if desired
 - Superintendent and/or representative
 - Building principal
5. If the superintendent, in consultation with medical or health authorities, believes the case poses a significant health threat, the superintendent will remove the employee from the workplace until the meeting (#4 above) is held. An employee so removed may use accumulated sick leave or other appropriate earned leave.

GBGA
(Regulations)

Staff Health & Safety (Communicable Diseases) - continued

6. At the meeting held to determine the employment status of the infected employee, the individuals present will base their determination on the:
 - The physical condition of the employee
 - The expected type of interaction with others in the school setting
 - The risks and benefits to both the infected employee and others in that setting
7. If a consensus on the employment status of the infected individual is not reached, the decision of the superintendent will prevail. The decision of the superintendent may be appealed to the Alva Board of Education.
8. If the determination is made that the employee should be removed from the school setting, the employee will be placed on medical leave and will be entitled to use any available sick leave and apply for any available medical disability benefits.
9. Prior to termination or resignation, the employee may return to work if medical judgments substantiate that the employee no longer poses a significant health threat to students and/or other employees.
10. The identity of an infected individual or an individual who there is reasonable cause to believe is an infected individual will not be publicly revealed except when that individual remains employed and precautions are advised for those in contact with that individual. In that instance, knowledge about the case will be confined to those who are advised to take such precautions.

Confidentiality

Information relating to students with communicable diseases will be confidential. The number of personnel needing to be aware of the child's condition must be kept to a minimum.

Adopted: January 11, 1988

Revised:

Legal Reference:

Cross Reference:

