

GRAND ISLAND PUBLIC SCHOOLS

6231 COMMUNICABLE DISEASES (STAFF)

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.

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, employees, and record keeping. This plan shall be reviewed annually by the superintendent, or designee, and the school nurse.

The health risk to immunocompromised employees shall be determined by their personal physician and the Central District Health Department to enforce and adhere to the Nebraska Public Health Code for prevention, control, and containment of communicable disease in schools. The health risk to others in the school district environment from the presence of an employee with a communicable disease shall be determined on a case-by-case basis by the employee's personal physician, a physician chosen by the school district, or public health officials.

An employee who is at work and who has a communicable disease which creates a substantial risk of harm to a student, coworkers, or others at the workplace shall report the condition to the superintendent any time the employee is aware that the disease actively creates such risk.

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 shall be the responsibility of the superintendent, or designee, in conjunction with the school nurse, to develop administrative regulations stating the procedures for dealing with employees with a communicable disease.

Legal Reference: 29 U.S.C. §§ 794, 1910 (1994).
 42 U.S.C. §§ 12101 et seq. (1994).
 45 C.F.R. Pt. 84.3 (1996)
 Part 1910, Title 29, Code of Federal Regulations—*Occupational Exposure to Bloodborne Pathogens*
 Title 173, Nebraska Department of Health, Chapter 3—*Rules and Regulations Relation to School Health, Communicable Disease Control, Physical Examinations and Immunization Standards*

Guidelines: 6231.1 Guidelines for Communicable Disease Control
 6231.2 Bloodborne Pathogens Exposure Control Plan

Amended Policy Passed on First Reading May 2, 1988
Amended Policy Adopted on Final Reading June 6, 1988
Policy Revised: 4-10-95
Policy Revised: 04.14.2016
Policy Revised: 07.09.2020