

3.12 -- COMMUNICABLE DISEASES: EMPLOYEES

Definitions:

1. **Acute infectious diseases:** those which can be readily contracted or transmitted through casual contact within the typical school environment, such as measles, mumps, strep throat, chicken pox or lice.
2. **Chronic infectious diseases:** those for which there is a low risk of transmission in a typical school setting, when prescribed precautionary procedures are followed, such as AIDS or AIDS Related Complex.

It shall be the policy of the Van Buren School District that when an employee is infected with an acute infectious disease and represents a threat of transmitting this disease through casual contact that the employee shall be excluded from the school environment until he/she no longer represents a threat to others. The Superintendent, building principal or immediate supervisor may request a release from a licensed physician for the employee to return to work.

When the Superintendent has reasonable cause to believe that an employee has a chronic communicable disease the Superintendent will take action to exclude the employee from the school setting and will require the employee to provide a medical evaluation completed by a licensed physician and approved by the Superintendent and/or school board. Expenses incurred from this evaluation will be borne by the school district. In the event that the 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 of an evaluation team that consists of the following:

- Employee or Representative
- Public Health Official
- Reporting Physician
- Immediate Supervisor or Building Principal
- Superintendent

The evaluation team will base their determination on the following:

- Degree of Communicability
- Physical Condition of Employee
- Type of Interaction with Others in the School Setting
- Degree of Risk to the Infected Employee and Others in the School Setting
- Approved by Board of Education 2/13/90

If a consensus on the employment status of the infected employee is not reached by the

team, the decision of the Superintendent will prevail but may be appealed to the school board. If the determination is made that the employee should be excluded from the school setting either temporarily or permanently he/she will be entitled to use accumulated sick leave, and may be granted a one year leave of absence, if eligible.

The identity of an infected individual or an individual who there is reasonable cause to believe is infected will not be publicly revealed except when that individual remains employed and precautions are advised for those in contact with that individual.

The infected employee who is physically incapacitated from performing his/her regular assigned duties or is unwilling to conform to restrictions and conditions of employment may be terminated.

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