

#### **403.4 COMMUNICABLE DISEASES - EMPLOYEES**

School district personnel with a communicable disease will be allowed to perform their customary employment duties as long they are able to perform the essential functions of their position and as long as 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 or animal to person or as defined by law.

Prevention and control of communicable diseases is included in the school district's bloodborne pathogens exposure control plan. The procedures will 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.

The health risk to immuno-depressed school district personnel shall be determined by their 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 the employee's personal physician, a physician chosen by the school district or public health officials.

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

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

LEGAL REF:           29 U.S.C. §§ 794, 1910.  
                          42 U.S.C. §§ 12101 *et seq.*  
                          45 C.F.R. Pt. 84.3.  
                          Iowa Code chs. 139A; 141A.  
                          641 I.A.C. .1, .2, .7.