

POLICY

2014 6141

Personnel

SUBJECT: COMMUNICABLE DISEASES

Medical Examination to Determine if a Person Has a Communicable Disease

If there is a suspicion that an employee has a communicable disease, such person may be referred to the school physician for examination. Such person may have a physician of that person's choice present during the examination. The examining school physician will submit a confidential written statement to the Superintendent/designee indicating whether the individual has a communicable disease. A copy of that report will be given to the person who was examined.

Determination of a Communicable Disease

If the examining school physician determines that a person has a communicable disease, the school physician will submit a report to the Superintendent/designee indicating whether such person should remain in the school environment. This report will be based on the reasonable medical judgment given the state of medical knowledge about:

- a) The nature of the risk (how the disease is transmitted);
- b) The duration of the risk (how long is the carrier infectious);
- c) The severity of the risk (what is the potential harm to third parties); and
- d) The probabilities that the disease will be transmitted and will cause varying degrees of harm.

An Employee with a Communicable Disease

If the person is an employee of the District, the medical report will indicate whether the District could reasonably accommodate the person so that the person's employment could continue. If so, the person may continue employment with the District with such reasonable accommodation.

If reasonable accommodation cannot be made, the employee may be given a leave of absence in accordance with applicable collective bargaining unit agreements.

Periodic Examination

The person who has been determined to have a communicable disease may be examined by the designated school physician at such times as the examining school physician determines.

Adopted 5/10/11
Amended 6/10/14