

Staff Communicable Disease Policy

GBEA

It is the policy of the Board of Education to protect employees from the risk contagion of communicable diseases in the working environment of the schools governed by this Board.

Any employee whose health or medical condition imposes a threat to the health and welfare of the school population shall be placed on leave for the duration of such time that the employee imposes a health risk, irrespective of the employee's ability to otherwise discharge his/her duties. At the expiration of the employee's sick leave and other leaves available, (s) he shall be placed on the disability plan of the district upon meeting the qualification criteria. For purposes of defining when an employee has a condition, which poses a health risk to others through possible contagion, the following guidelines shall be used:

1. In the event that an employee is infected with a communicable disease, or physical condition may pose a serious health risk to others, such an employee will be required to undergo a medical exam by a physician appointed by the Board of Education or superintendent to determine the nature of the employee's medical condition and the extent of the health risk to others as a result thereof.
2. If it is determined that a medical condition of an employee poses a serious threat to the health and welfare of the students or other employees of the district, such employee will be placed on leave until released by a licensed physician (MD or DO). In the event that an employee wishes to contest the necessity of a mandated leave, the employee may process the matter to its conclusion through utilization of the district's adopted due process procedures.
3. The superintendent is hereby authorized to determine when there is a reasonable basis to believe that a medical examination may be required of an employee and to direct that such examination be performed.

Medical Records:

School officials shall be required to maintain absolute confidentiality of medical records of any employee who is required to submit a medical examination or who may be excluded from the school environment, or placed on medical leave. In the event it is determined by the Board of Trustees that disclosure of the employee's medical condition is necessary to protect other employees in the school district or students upon return to the school environment, it may be made a condition for readmission to status.

Adopted: December 18, 1986

Revised: January 17, 2002