

Dell Rapids School District #49-3



Policies and Regulations Code: GBEB – Personnel

GBEB EMPLOYEE COMMUNICABLE DISEASES

The Board recognizes its responsibility to provide a clean and healthy environment for students and school employees.

The determination of whether an infected employee be excluded from work activities shall be made on a case-by-case basis, under the direction of the building principal.

In situations where the decision requires additional knowledge and expertise, the principal will refer the case to an advisory team for assistance in determining the proper course of action.

The team may be composed of:

1. a representative from the State Health Department;
2. the employee's physician;
3. the employee and/or designee;
4. the school health service's supervisor;
5. the superintendent or designee; and
6. other appropriate school personnel.

In making the determination, the team shall consider:

1. the physical condition of the school employees;
2. the expected type(s) of interaction with others in the school setting;
3. the impact on both the infected school employee and others in that setting;
4. the South Dakota Department of Health guidelines and policies;
5. the status of certification of the employee as is promulgated in SDCL 13-43-3 and SDCL 13-43-3.3;
6. the recommendation of the county Health Officer, which may be controlling;
7. information regarding the infected employee which is deemed part of his/her personnel records, therefore is classified as "Confidential" as required by SDCL 1-17-3.

The team may officially request assistance from the State Department of Health.

If employment of an infected employee is to be interrupted or discontinued, the employee will be entitled to use available medical leave and receive available benefits.

Public information will not be revealed about the employee who may be infected. If the employee is permitted to remain in the school setting the following procedure will be followed by the principal.

Information will be provided, as appropriate to school employees who have regular contact with the employee, as to the employee's medical condition and other factors needed for consideration in carrying out job responsibilities.

Specific health concerns may require the team to make a determination on school attendance or participation in school activities.

ADOPTED: JANUARY 25, 1988

REVIEWED: May 12, 1997