

EMPLOYEE COMMUNICABLE DISEASES

The Spearfish School Board recognizes its responsibility to provide a clean, safe, and healthy working environment for each of its employees. It is also recognized that, when working closely together in a social community such as a school, employees may be exposed to a variety of communicable diseases which may affect their personal health or the health of fellow employees. With the intent being to protect the health of every employee and to allow and encourage a continuous work experience for all staff members, the following procedures and guidelines will be utilized in determining the continuing employability of an infected employee.

When a school district employee is diagnosed by a physician as being infected with a communicable disease, a decision may have to be made as to whether that employee should continue uninterrupted employment or should be excluded from work activities for a period of time. This decision will be made by the building administrator after consultation with the physician of the employee. Each case will be addressed on an individual basis utilizing professional medical advice as is deemed to be necessary by the responsible administrator.

In situations where the decision requires additional skill and knowledge or on the request of the employee, the building administrator will refer the case to an advisory committee for assistance in determining the proper course of action. The building administrator or designee will be responsible for establishing the advisory committee with a membership which will include the following:

- 1) The building administrator or designee
- 2) A public health or school nurse
- 3) The superintendent or designee

The advisory committee, at the option of the above named people or upon the request of the employee may also include the following:

- 1) Representation from the State Department of Health
- 2) The employee's personal physician
- 3) The employee and/or representation
- 4) Other appropriate medical personnel

The advisory committee shall consider the following in their deliberations:

- 1) The type and severity of the communicable disease
- 2) The guideline recommendations (See 4402.1AR)
- 3) The potential risk to the infected employee and other staff members

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- 4) The expected type(s) of interaction with others in the school setting
- 5) The physical condition of the school employee

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