



"To Build Knowledge and Skills for Success Today and Tomorrow"

File: GBEC\*

## EMPLOYEE COMMUNICABLE DISEASES

It shall be the responsibility of any employee of the District to report directly to the Superintendent if that employee has a communicable disease. For the purpose of this policy, communicable diseases shall include, but not necessarily be limited to, the following: Acquired Immune Deficiency Syndrome (AIDS), Chicken Pox, Cytomegalovirus (CMV), Giardiasis, Herpes Simplex, Impetigo, Infectious Hepatitis, Measles, Rubella, Infectious Mononucleosis, Mumps, Pediculosis (lice, "crabs"), Pink Eye, Ring Worm, Scabies, and Streptococcal Infections (Scarlet Fever, Scarlatina, Strep Throat).

When this notification is received, the Superintendent may appoint a committee to review the circumstances.

The committee will include, at a minimum, the immediate supervisor of the employee, the school nurse, and the Superintendent. If additional knowledge and expertise is required, the committee may request assistance from the State Department of Health, the county health officer, the employee's personal physician, and other appropriate personnel.

The committee will consider the following factors:

1. The type and severity of the communicable disease;
2. The guidelines of the South Dakota Department of Health;
3. The potential risk to the infected employee, other staff members, and students;
4. The expected type(s) of interaction with others in the school setting;
5. The physical condition of the employee.

The Superintendent will review the committee's findings and will decide whether the employee may continue employment or be excluded from work activities. The Superintendent will provide information to the employee concerning alternatives for using sick leave, the sick leave bank, extended leave of absence, and other available benefits. If the employee does not agree with the Superintendent's decision, the employee may request a hearing before the Board.

Information about the infected employee shall be confidential and shall be released only to staff members who have a need for such information. When necessary, such staff members will be given appropriate instruction in dealing with the circumstances of the disease.

LEGAL REFS.: SDCL 13-43-3 through 13-43-3.3; 1-27-3

Reviewed, January 8, 2008; Adopted December 15, 1987