

SECTION: CLASSIFIED PERSONNEL  
TITLE: COMMUNICABLE DISEASES  
ADOPTED: October 15, 2012  
REVISED:

# TURKEYFOOT VALLEY AREA SCHOOL DISTRICT

<p>1. Authority Pol. 334</p> <p>2. Guidelines</p>	<p style="text-align: center;">514.1. COMMUNICABLE DISEASES</p> <p>Employees who have been diagnosed by a physician as having a specified communicable diseases or infectious condition covered by Department of Health regulations shall be excluded from employment for the period indicated by district regulations. Such suspensions shall be acceptable reasons for employees to utilize appropriate sick leave benefits.</p> <p>Employees who have been diagnosed by a physician as having communicable diseases not specifically listed by the Department of Health or who have been diagnosed as carriers of such diseases may be excluded for their personal protection and/or the protection of the school community. This action will be taken if the results of individual case reviews indicate that attendance by the infected employee or others to whom s/he may be exposed.</p> <p><u>NOTE:</u> Acquired Immune Deficiency Syndrome (AIDS) is covered by this policy provision:</p> <p>The following procedures will be implemented on a case-by-case basis in order to assure careful and consistent consideration of circumstances.</p> <ol style="list-style-type: none"><li>1. The school physician shall make a preliminary recommendation to the district as to the health risks associated with a diagnosed communicable disease. In the event that potential health risks to the infected employee and/or the school community are identified by the school physician, a panel shall be formed to review the medical history and assess the specific health risks to the employee and to the school community.</li><li>2. The panel shall consist of the Superintendent, school physician, school nurse, the employee's personal physician, the appropriate local health official(s), a designated representative of the employee or employee organization, and the principal of the building to which the employee is assigned.</li><li>3. The panel shall make an assessment of the risks to the infected employee, the potential for transmission of the communicable disease to the school community, and the risks associated with potential infection.</li></ol>
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<p>3. Delegation of Responsibility</p>	<ol style="list-style-type: none"><li>4. Following the panel’s assessment, the Superintendent shall make a summary recommendation to the Board as to whether or not to suspend the infected employee from employment.</li><li>5. Upon receipt of the Superintendent’s recommendation, the Board shall review the matter and may affirm, reverse, or modify it within ten (10) days. The Superintendent will advise the employee in writing of the Board’s decision.</li><li>6. The employee shall have the right to request in writing a hearing before the Board by filing such written request with the Superintendent within five (5) days of the date of such determination, and a hearing shall be scheduled as soon as possible thereafter. Such hearing shall be conducted pursuant to the provisions of the Local Agency Law.</li><li>7. Prior to the panel’s assessment and recommendation as to health risks, the Superintendent may temporarily suspend the employee with pay from all assigned duties, based upon the school physician’s recommendation, after a conference with the employee and/or the employee’s designated representative.</li></ol> <p>The Superintendent shall direct and coordinate all activities related to the continuation of employment or suspension of employees whose conditions are covered by the provisions of this policy. These include, but are not limited to, meetings, written communications, student and community education, and public relations.</p>
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