

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 employee, who is or may be affected with a communicable disease, be excluded from work activities shall be made on a case-by-case basis, under the direction of the principal/building administrator or designee.

In situations where the decision requires additional knowledge and expertise, the principal may request assistance from the following:

1. the State Department of Health, Center for Disease Control or other experts;
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 following will be considered:

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 affected school employee and others in that setting;
4. the South Dakota Department of Health and Center for Disease Control guidelines and policies;
5. the status of certification of health of the employee under South Dakota Law;
6. the recommendation of the County Health Officer, which may be controlling;
7. information regarding the affected employee, which is, deemed part of his/her personnel records, therefore is classified as "Confidential".

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

Information of an employee who has been identified as or suspected of having any reportable disease or condition will be reported to the State Department of Health.

If the potential for communicability is a factor, the public may be notified of the presence of the disease or condition and the possibility of transmittal or impact on others, if any. Information about the employee who is or may be affected with a communicable disease will not be revealed to the public. If the employee is permitted to remain in the school setting, the principal, will provide, 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, to the State Department of Health, Center for Disease Control, or other experts.

**Spearfish School District 40-2
4000 Personnel**

Board Policy

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Health guidelines for work attendance are established and interpreted with the context of the case. The guidelines are not inclusive but are available to be used as a resource. School personnel will refer to school health professionals for specific judgments in interpreting the guidelines.

Instructions in appropriate handling of blood and body fluids will be provided. Hand washing after contamination, food preparation and health/hygiene care performed in different sink and work areas, maintenance cleaning and other personal hygiene measures are part of creating a healthy environment.

Specific health concerns may require a determination to be made on school attendance or participation in school activities.

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