

Personnel - Certified & Non-Certified

Staff with Life Threatening Medical Disorders and/or Communicable Diseases

Administrative Regulations for Implementation of Policy

For purposes of these regulations, the following shall serve as the definition of a communicable disease:

A communicable disease will be defined as an infection or infectious process that may be transmitted to a susceptible individual(s) by direct or casual contact with the infected individual. Communicable diseases may be acute (self-limiting in time course) or chronic (persistent or recurring over a long time interval in nature). Hence this policy includes, but is not limited to, the following examples: Hepatitis A and B, Mononucleosis, Chicken Pox, T.B., Aids, etc. The National Centers for Disease Control will be the definitive authority on the identification and transmission of communicable diseases. It should be noted that this definition is also intended to include acute infectious diseases when appropriate or necessary since certain acute diseases may impose a significant health threat.

1. The superintendent, when reasonable cause exists to suspect an employee of having a communicable disease, will contact the school physician for advice regarding applicable Board of Education regulations. Reasonable cause shall exist when there is evidence of exposure to a communicable disease, or overt signs of such, such as excessive absence. Under these conditions, the superintendent may require an employee to provide appropriate medical reports in accordance with existing bargaining agreements and/or the Occupational Safety and Health Act, Section 31-367.
2. In the event that medical data reveals that the employee has been diagnosed as having a chronic communicable disease, the determination of whether such employee should be permitted to remain employed in a capacity that involves contact with students or other school employees shall be made on a case-by-case basis by a team composed of school health personnel, the school employee's physician, the school employee and/or his/her representative, and the superintendent or his/her designee.

Personnel

4112.4(b)

4212.4

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Administrative Regulations (Continued)

3. If, after consultation with medical or health authorities, it is determined that a significant health threat exists, the superintendent will remove the employee from the workplace until the meeting (#2 above) is held. An employee so removed may use accumulated sick leave or other appropriate earned leave as provided by contract and/or statute.
4. At the meeting held to determine the employment status of the affected employee, the individuals present will base their determination on the:
  - physical condition of the employee as determined by submitted medical reports;
  - expected type of interaction with others in the school setting; and,
  - risks and benefits to both the affected employee and others in that setting, taking into consideration the degree of likelihood of transmission.
5. If appropriate, based on the case evaluation, the affected employee may in the best interest of the district, students, and staff be reassigned to an alternate work setting. The decision as to the length of time such reassignment should exist will depend on the consensus of the team indicated in #2 above.
6. The identity of an affected individual or an individual who there is reasonable cause to believe is at risk, will not be publicly revealed except when that individual remains employed and precautions are advised for those in contact with that individual. In that instance, knowledge about the case will be confined to those who are advised to take such precautions

Personnel

4112.4(c)

4212.4

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Administrative Regulations (Continued)

7. The district will consult with medical and/or health authorities regarding appropriate hygienic and preventative measures to be taken by employees who are diagnosed as having a communicable disease and those employees who would be in contact with an employee who is suspected or has been identified as having a communicable disease.

The Board of Education shall remain sensitive to the fact that continued employment for an employee with a major illness may sometimes be therapeutically important in the remission or recovery process, and may help to prolong as well as improve the quality of an employee's life.

Regulations

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BROOKFIELD PUBLIC SCHOOLS

Brookfield, Connecticut