

EMPLOYEE HEALTH AND SAFETY

(Communicable Disease)

The district shall cooperate with state and/or county public agencies in establishing and maintaining appropriate health standards for the school environment, promoting the good health of staff and educating staff in disease prevention methods and sound health practices.

If there is reasonable cause to believe than an employee has a communicable disease that could be detrimental to the health of the employee or others in the school environment, the district administrator, or designee, may require the employee to submit to a physical examination. A physician's statement indicating whether the employee is in suitable condition to continue working may be required. The district administrator, or designee, may also consult with state and/or county public health officials concerning the employee's health status and obtain recommendations, which will help the district maintain a safe and healthful school environment.

An employee shall be excluded from school if his/her health status poses a significant health risk to others or renders the employee unable to adequately perform his/her job duties and responsibilities. Employees shall be excluded from school in accordance with established procedures. Exclusion may be for a short or long term period, depending upon the individual case.

The district recognizes than an individual's health status is personal and private. The district will handle information regarding employees with suspected or confirmed communicable diseases in accordance with state and federal laws concerning confidentiality.

In an effort to provide for a safe and healthful work environment, the district will develop procedures to be used by employees who may be occupationally exposed to blood or other infectious materials to minimize or eliminate such exposure.

LEGAL REF.:	Sections	103.15 111.34 118.195 118.20 118.25 121.02(1)(b) 252.15 146.82	Wisconsin Statutes
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29 CFR (Code of Federal Regulations), Part 1910 – Subpart Z

523.2 Employee Health and Safety

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CROSS REF.: 511 Equal Opportunity Employment
 525 Personnel Records
 523.1 Staff Physical Examinations
 523.21 Employees Occupationally Exposed to Bloodborne
 Pathogens
 525 Personnel Records
 SSEA Contract
 SSEA Non-Certified Contract

APPROVED: January 12, 1989

REVISED: April 22, 1992
 October 22, 2008