

**Policy 403.03: Communicable Diseases - Employees**

**Status:** ADOPTED

**Original Adopted Date:** 05/01/1989 | **Last Revised Date:** 10/27/2025 | **Last Reviewed Date:** 10/27/2025

Employees with a communicable disease will be allowed to perform their customary employment duties as long as they are able to perform the essential functions of their position and their presence does not create a substantial risk of illness or transmission to students or other employees. The term “communicable disease” shall mean an infectious or contagious disease spread from person to person, or animal to person, or as defined by law.

Prevention and control of communicable diseases shall be included in the District’s bloodborne pathogens exposure control plan. The procedures shall include scope and application, definitions, exposure control, methods of compliance, universal precautions, vaccination, post-exposure evaluation, follow-up, communication of hazards to employees and record keeping. This plan shall be reviewed annually by the Superintendent and school nurse.

The health risk to immuno-depressed employees shall be determined by their personal physician. The health risk to others in the District environment from the presence of an employee with a communicable disease shall be determined on a case-by-case basis by the employee’s personal physician, a physician chosen by the District or public health officials.

An employee shall notify the Superintendent or the school nurse when the employee learns a communicable disease exists. It shall be the responsibility of the Superintendent, when the Superintendent or school nurse, upon investigation, has knowledge that a reportable communicable disease is present, to notify the Iowa Department of Public Health.

Health data of an employee is confidential and it shall not be disclosed to third parties. Employee medical records shall be kept in a file separate from their personal file.

It shall be the responsibility of the Superintendent, in conjunction with the school nurse, to develop administrative regulations stating the procedures for dealing with employees with a communicable disease.

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