

Sutherlin School District

Code: GBEB

Adopted: 6/22/98

Revised: 12/18/17

COMMUNICABLE DISEASE - Staff

The district shall provide reasonable protection against the risk of exposure to communicable disease for employees while engaged in the performance of their duties. Reasonable protection from communicable disease is generally attained through immunization, exclusion or other measures as provided by Oregon law, by the local health department or in the *Communicable Disease Guidance published by the Oregon Department of Education (ODE) and the Oregon Health Authority (OHA)*.

An employee may not attend work while in a communicable stage of a restrictable disease or when an administrator has reason to suspect that the employee has or has been exposed to any disease for which exclusion is required in accordance with law and per administrative regulation GBEB-AR-Communicable Diseases – Staff.

Employees shall comply with all measures adopted by the district and with all rules set by the Oregon State Health Division and the County Health Department. Employees have a responsibility to report to the district when infected with a communicable disease unless stated otherwise by law.

Employees shall provide services to students **as required by law.** ~~who are infected with a communicable disease except as provided by law.~~ In those cases ~~where a communicable~~ **when a restrictable or reportable** disease is diagnosed and confirmed **for a student**, the ~~district~~ **administrator** shall inform the appropriate employees **with a legitimate educational interest** ~~so as~~ to protect against the risk of exposure.

~~Employees who have the responsibility to work with or to provide services to persons other than students, shall provide the services to all such persons, including those who are infected with a communicable disease, and shall provide the services in accordance with this policy. Where the district knows that a person is infected with a communicable disease it shall inform the employees, as appropriate, to protect against the risk of exposure.~~

~~No employee shall be denied the opportunity to provide service solely on the basis that the employee is infected with a communicable disease except as otherwise required by law. However, the district may require an employee infected with a communicable disease, which is diagnosed and confirmed, to comply with such reasonable measures, including submission to district paid medical examinations, as may be determined as conditions of continued employment.~~

The district shall protect the confidentiality of an employee's health condition **and** record to the extent possible **and consistent with federal and state law.**

The district will include, as part of its emergency plan, a description of the actions to be taken by district staff in the case of a declared public health emergency or other catastrophe that disrupts district operations.

The superintendent will develop administrative regulations necessary to implement this policy.

END OF POLICY

Legal References:

~~ORS 433.255~~
~~ORS 433.260~~
~~OAR 333-019-0015~~
~~OAR 437-002-0360~~
~~OAR 437-002-0377~~
~~OAR 581-022-0705~~

ORS 332.107	OAR 333-018	OAR 437-002-0360
ORS 431.150 – 431.157	OAR 333-019-0010	OAR 437-002-0377
ORS 433.001 – 433.001 – 433.526	OAR 333-019-0014	OAR 581-022-2220
	OAR 333-019-1000	

Oregon Department of Education and Oregon Health Authority, Communicable Disease Guidance (2020).

Family Educational Rights and Privacy Act of 1974, 20 U.S.C. § 1232g (2018); Family Educational Rights and Privacy, 34 C.F.R. Part 99 (2019).

Health Insurance Portability and Accountability Act of 1996, 42 U.S.C. §§ 1320d to 1320d-8 (2018); 45 C.F.R. Parts 160, 164 (2019).