

PERSONNEL 2.0

POLICY: 2.24

COMMUNICABLE DISEASE IN THE WORKPLACE

The Centennial School Board recognizes its obligation to provide a healthy work environment free from communicable disease.

The Superintendent is responsible for the implementation of this policy.

Policy: 2.24
Adopted: 08/25/87
Amended: 02/09/93
10/12/99
01/25/05
05/26/09

I. Communicable Disease Exclusion* from the Workplace

A. Pennsylvania regulations for communicable diseases requiring exclusion from the workplace are as follows:

1. Chicken Pox – 6 days exclusion after onset of the last group of vesicles
2. Infectious Conjunctivitis (pink eye) – 24 hours from institution of appropriate therapy, then readmitted while receiving treatment with documentation of a physician's care.
3. Diphtheria – 2 weeks exclusion from onset or until a negative culture
4. Impetigo, Ring Worm – 24 hours from institution of appropriate therapy and readmitted if under the care of a physician and infected area is covered
5. Mumps – 9 days exclusion from onset or until swelling subsides
6. Pediculosis (Lice), – exclusion from the workplace until recovery or may be readmitted under a physician's care while under treatment if the infected area under medication is covered while the employee is in the workplace.
7. Rubella (German measles) – 4 days exclusion after onset of rash
8. Rubeola (measles) – 4 days exclusion from onset of rash
9. Scabies – 24 hours from institution of appropriate therapy
10. Scarlet Fever – exclusion until 24 hours from implementation of appropriate therapy
11. Tuberculosis – Excluded until a note is received from the attending physician that the employee is non-communicable
12. Neisseria Meningitis – Excluded until a note is received from the attending physician that the employee is non-communicable

Additional diseases may be considered under this section as determined by the Superintendent and verified by the District physician.

*Exclusion refers to requirement for employee to use applicable sick leave under District sick leave provisions.

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- B. If employee is required to be excluded from his/her workplace as a result of having a communicable disease as referenced in Subsection A of this Section, the employee shall use their available sick leave under the District's sick leave provisions.

II. Reporting of Communicable Disease

- A. The employee is responsible for immediately reporting a diagnosis of a communicable disease in the workplace to his/her immediate supervisor.
- B. The employee shall submit to the supervisor a physician's certificate that includes:
 - 1. The diagnosis
 - 2. A statement about the employee's communicability including the applicable timeline for exclusion from and return to work
 - 3. A plan for follow up examination prior to reentry to workforce, if appropriate
- C. If a supervisor has cause to suspect that an employee may have or be a carrier of a communicable disease in the workplace, the supervisor, in consultation with the Superintendent, may require the employee to:
 - 1. Be examined by his/her physician resulting in certification of health status; and/or
 - 2. Be examined by the District physician at District expense.

III. Employee Cooperation

An employee has a continuing duty to cooperate with the School District and its personnel involved in the administrative procedures set forth herein. This includes signing all necessary forms required for the full release of medical information, submission to medical evaluation, and the full disclosure of the identity of all physicians and medical facilities involved. Refusal or neglect to perform this duty shall authorize the School District to exclude the employee from the work force without pay while such refusal or neglect continues.