

POLICY RELATING TO PERSONNEL MANAGEMENT

EMPLOYEE COMMUNICABLE DISEASE AND SERIOUS ILLNESS

Preamble:

The purpose of this policy is to describe the rights of District employees who have a communicable disease or a serious illness. The District shall not cause dismissal, discriminate against an employee in any manner nor deny access to District facilities, functions, or services based solely on the grounds that the employee has a communicable disease. The Wachusett Regional School District shall make reasonable accommodations to enable employees with communicable diseases and other serious illness to continue to perform the essential functions of their jobs, subject to the requirements of safety for themselves, students, and others. Every reasonable attempt will be made to protect the employee's right to work, and may include job reassignment, job modification or reorganization and the provision of special equipment where functionally and economically feasible. Communicable disease procedures will be developed and maintained by the District.

Definition of Communicable Disease:

Communicable diseases are "abnormal conditions or impairments resulting from an infection...that support the ability of an infection to be transmitted from one person or animal to another" (105 Code of Massachusetts Regulations (CMR) MA Department of Public Health).

Privacy:

The District shall comply with all pertinent statutes and regulations which protect the privacy of employees who have a communicable disease, and will ensure that procedural safeguards are sufficient to maintain employee medical information in the strictest confidence.

Responsibility to Inform:

Cases or suspected cases of diseases listed in section 300.100 of 105 CMR, especially CMR 300.130, 300.131 and 300.132, shall be reported, as defined by MGL c 111 §1, immediately, but in no case more than twenty-four hours after diagnosis or identification, to the board of health in the community where the case is diagnosed or identified.

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(continued)***

The District will comply with MGL Chapter 111, §7 with regard to investigation of contagious or infectious diseases.

Sources:

105 CMR 300.00, Reportable Diseases, Surveillance, and Isolation and Quarantine Requirements

MGL Part I: Administration of the Government. Title XII. Education Chapter 71, Public Schools, §55 Contagious Diseases: Regulations,

MGL Part I: Administration of the Government. Title XVI. Public Health, Chapter 111 Duties of the Department of Public Health, § 6. Power to Define Diseases Deemed Dangerous to Public Health; Control and Prevention

MGL Part I. Administration of the Government: Title XVI Public Health, Chapter 111, Public Health Duties of the Department of Pubic Health, §7 Investigation of Contagious or Infectious Diseases; Notice

First Reading: 09/12/94
Second Reading: 09/26/94

Amendment First Reading: 02/22/10
Amendment Second Reading: 03/08/10

WRDSC Policy 5241.9