

## Procedure 420 - Communicable Diseases

### I. Special Circumstances and Conditions

The District recognizes that some employees, because of special circumstances or disabling conditions, may pose greater risks for the transmission of communicable diseases than other persons infected with the same illness. These conditions need to be taken into account and considered in assessing the risk of transmission of the disease and the resulting effect upon the employment of the employee.

### II. Precautions

The District will comply with OSHA Standard 29 CFR 1910.1030 which addresses routine procedures for handling blood spills and other potentially infected body fluids and for education of employees about these procedures.

### III. Information Sharing

- A. Employee health information will be shared within the District only with those whose jobs require such information and with those who have legitimate need to know, and will be shared only to the extent required to perform the functions of the job.
- B. Employee health data will be shared outside the District only in accordance with state and federal law and with District policies on employee's records.

### IV. Reporting

If a medical condition of an employee threatens public health, it must be reported to the Department of Health as required by the Minnesota Communicable Disease Reporting Rule (Chapter 4605).

### V. Vaccination and Screening

The District will develop procedures regarding the administration of Hepatitis B vaccinations and tuberculosis containment in keeping with current state and federal law.

Procedure 420 Dated: 12/7/99

Procedure Revised: 3/7/89

Procedure Dated: 5/20/86

### ***Legal References:***

OSHA Standard 29 CFR 1910.1030 Minnesota Communicable Disease Reporting Rule (Chapter 4605)

School Board  
INDEPENDENT SCHOOL DISTRICT 279  
Maple Grove, Minnesota