

BEND-LA PINE SCHOOLS

Administrative School District No. 1

Deschutes County, Oregon

ADMINISTRATIVE POLICY

Name: Communicable Diseases - Staff

Section: Personnel

Code: GBEB-AP

District Responsibilities

Bend-La Pine Schools 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).

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.

Employee Responsibilities

An employee may not attend work while in a communicable stage of a restrictable disease. If the disease is a reportable disease, the employee will report the occurrence to the local health department.

Employees shall comply with all other measures adopted by the district and with all rules adopted by Oregon Health Authority, Public Health Division and the local health department.

Employees shall provide services to students as required by law. In cases when a restrictable or reportable disease is diagnosed and confirmed for a student, the administrator shall inform the appropriate employees with a legitimate educational interest to protect against the risk of exposure.

END OF POLICY

LEGAL REFERENCES:[ORS 332.107](#)[ORS 431.150 - 431.157](#)[ORS 433.001 - 433.526](#)[OAR 333-018](#)[OAR 333-019-0010](#)[OAR 333-019-0014](#)[OAR 333-019-1000](#)[OAR 437-002-0360](#)[OAR 437-002-0377](#)[OAR 581-022-2220](#)

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).

Reviewed: 7/2020, 10/2020

Approved: 8/2020, 10/2020