



## **GBGA - STAFF HEALTH**

Through its overall safety program and various policies pertaining to school personnel, the Board shall seek to ensure the safety of employees during working hours.

For the purposes included in this policy, all district and school volunteers shall be viewed as district employees and shall be subject to the conditions of the policy as applicable.

Where questions arise regarding confidentiality of medical information, whether a staff member with a serious medical condition poses a direct threat to the employee or to others, and the nature of appropriate measures for addressing concerns attendant to serious medical conditions, only the superintendent, or designated official, shall speak for the district.

## **PHYSICAL EXAMINATIONS**

Under the following circumstances, the Board may require physical examinations of its employees. The district shall pay for all such physical examinations.

Subsequent to a conditional offer of employment and prior to commencement of work, the school district may require an employee to have a medical examination, including a tuberculin test, at school district expense, and to meet any other health requirements imposed by the state. The district may condition an offer of employment on the results of such examination if all entering employees in the applicable job category are subjected to such examination.

All bus drivers, including full-time, part-time, or temporary, shall be required to have a physical examination once every two years as required by law.

## **SPECIAL EXAMINATIONS**

A special health examination or test may be required whenever an employee has or is suspected of having a physical, mental, or emotional condition, disease, or illness which may interfere with the employee's ability to perform essential job-related functions or may be detrimental or pose an unacceptable risk to the health, safety, or welfare of the employee or others. Where the employee cannot perform the essential functions of the job with reasonable accommodation or medical evidence establishes that the employee's condition poses a significant risk to the health, safety, or welfare of the employee or others, the district may take action to suspend and/or terminate the employee, in accordance with applicable policies and procedures.

In addition, an employee may be required to provide a statement from a qualified physician and to demonstrate that he or she is physically, mentally, and/or emotionally capable of doing the essential functions of his or her position with or without reasonable accommodation. Any special examination or test required under this policy shall be performed by a qualified professional selected by the district. The district will pay the costs of any such required examination or test.

Each employee's case shall be examined individually according to federal laws and district regulations. An employee with a serious medical condition shall not be automatically excluded from employment.

## CONFIDENTIALITY

Any information regarding the medical condition or history of an employee must be collected and maintained on separate forms and treated as confidential medical information. Such information shall not be disclosed except to an employee's supervisor in those cases in which restrictions or accommodations regarding the work or duties of the employee are necessary. If appropriate, first aid and safety personnel may be informed if an employee's medical condition might require emergency treatment. All such disclosures shall be authorized in advance by the superintendent or designee. A custodial of such records shall be designated to limit and monitor access to such information in accordance with this policy.

Medical information received by district employees through assisting employees in the filing and processing of insurance or disability claims or in obtaining other benefits shall be strictly confidential and shall not be disclosed except as authorized in accordance with this policy or in writing by the employee.

## PRECAUTIONS AGAINST TRANSMISSION OF CONTAGIOUS DISEASES

Determinations of whether an employee with a communicable disease poses a direct threat to the health and safety of other district personnel or students shall be made in accordance with the accompanying regulation. In addition, where district staff are involved in the handling of body fluids and substances, procedures set forth in Board Policy EBBA, Prevention of Disease/Infection Transmission, shall be followed. No distinction shall be made between bodily fluids from individuals with a known illness and those from asymptomatic or undiagnosed individuals.

Employees in food-handling positions who have a communicable disease which is included on the Centers for Disease Control "List of Pathogens Transmitted Through Food Handling" may be reassigned to a nonfood-handling position for which they are qualified or terminated if no appropriate position is available.

Adopted: April 1972  
Revised: January 1977  
Revised: July 1982  
Revised: September 1988  
Revised to conform with practice: May 22, 1995  
Revised: August 25, 1997

LEGAL REFS:

29 U.S.C. 794 (1983) (Section 504 of the Rehabilitation Act)  
42 U.S.C. 12101, et. seq. (Americans with Disabilities Act)  
C.R.S. 8-2-118  
C.R.S. 22-3-101  
C.R.S. 22-32-110(1)(k)  
C.R.S. 22-63-301  
C.R.S. 24-34-401, et. seq.  
C.R.S. 25-4-101, et. seq.  
C.R.S. 25-4-1401, et. seq.  
1 CCR 301-3, Rule 2202-R-211  
1 CCR 301-26, Rules 4204-R-201  
1 CCR 1010-2, Ch. 3

CROSS REFS:

ACE, Nondiscrimination on the Basis of Handicap/Disability (Compliance with Section 504)  
EBBA, Prevention of Disease/Infection Transmission  
GBA, Equal Employment Opportunity  
GBJ, Personnel Records and Files  
GCCCA/GCCBA, Instructional Staff/ Administrative Staff Sick Leave  
GCQF, Discipline, Suspension, and Dismissal of Professional Staff Members  
GDCA, Support Staff Sick Leave  
GDQD, Discipline, Suspension, and Dismissal of Support Staff Members