

Section 5000 – PERSONNEL

5370 Communicable Diseases - Employees

5370

Grand Rapids Public Schools will work with the Kent County Health Department to adhere to the Michigan Public Health Code (Act 368 of 1978 as amended), and will comply with the Michigan Department of Health and Human Services and Centers for Disease Control and Prevention (CDC) guidelines to prevent, control, and contain communicable diseases in district facilities and work locations.

Employees have an obligation to comply with instructions and directives given by the Superintendent to prevent or contain outbreaks of communicable diseases or infections. Employee health information shall be kept confidential in compliance with State and federal law.

Employees who have diagnosed with or who are suspected of having a communicable disease or infection will be excluded from the workplace, until they are cleared by a health professional or have complied with medical or health department requirements/and or guidelines for returning to work. A communicable disease is one that is spread from one person to another through a variety of ways that include: contact with blood and bodily fluids, breathing in an airborne virus, or by being bitten by an insect.

A decision to close schools or other work locations due to communicable disease outbreaks shall be made by the Superintendent, in consultation with the Kent County Health Department medical staff and/or the CDC.

The Superintendent or designee shall comply with all laws, State executive orders, Michigan Department of Education rules or regulations, Michigan Department of Health and Human Services guidelines, and any reporting requirements.

Employees who have been diagnosed with or who are suspected of having a communicable and/or chronic infectious disease have all rights, privileges, and services provided by law and the District's policies.

Approved: June 29, 2009

Revised: August 3, 2020

LEGAL REF: MCL 333.5111; MCL 333.5131; Health Insurance Portability and Accountability Act of 1996 (HIPPA), MDE Bulletin, September 23, 1999