

Section 5000 – Personnel

5370-R Communicable Diseases – Employees

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Exposure Control Plan

The Superintendent shall create an exposure control plan for the prevention, control and containment of communicable diseases. Employees shall receive training on the contents of the plan and shall be provided annual notice of its availability and location. The plan and training shall comply with state and federal requirements. The plan shall be regularly reviewed and updated as the need arises.

Communicable Diseases Spread by Casual Contact

Employees should take precautions to prevent the spread of communicable diseases. Precautions include, but are not limited to:

- 1) Routinely washing hands for 20 seconds with soap and water or using hand sanitizer with an alcohol content of at least 60% when soap and water are not available.
- 2) Coughing or sneezing into a tissue or elbow.
- 3) Wearing a mask when recommended by health agencies, state or local governments, or when required by the superintendent.
- 4) Limiting the use of others' equipment, tools, and supplies.
- 5) Routinely disinfecting work areas.
- 6) Maintaining appropriate social distancing when recommended by health agencies, state, or local governments.
- 7) Attending required training on the prevention of communicable diseases.
- 8) Complying with the District's Exposure Control Plans.
- 9) Comply with other required mandates to prevent communicable diseases.

The District shall provide the supplies necessary for employees to comply with required precautions.

Symptoms of Communicable Diseases

- 1) Employees who have unexplained symptoms of communicable disease (as follows) may be excluded from work. The following list of symptoms is not

- 2) exhaustive and is subject to change based on communicable disease research and developments:
- Fever- above 100.4
 - Sores on skin with pus or liquid drainage
 - Rash or blisters
 - Diarrhea
 - Nausea or Vomiting
 - Cough that disturbs normal activity that is unrelated to seasonal allergies or a chronic health condition
 - New onset of tiredness that prevents normal activity
 - Sore throat
 - Shortness of breath
 - New or unusual headache
 - Lost sense of taste or smell (new or recent onset)
 - Wheezing
 - Chills
 - Stiff back or neck
 - Abdominal cramps or pain
- 3) Employees with symptoms of a communicable disease should be immediately isolated and then sent home. Universal precautions will be followed to prevent the spread of communicable diseases.
- 4) The District will follow recommendations of the KCHD Medical Director or designee for the control of communicable diseases.

Return to Work

Employees should not return to work until they are either released by a licensed health care provider who indicates that they are symptom free and no longer contagious and can return to work, or they have complied with the Kent County Department of Health and Human Services and/or the Centers for Disease Control and Prevention guidelines for returning to work after having a communicable disease or symptoms of a communicable disease.

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Reporting

The District will report suspected communicable diseases as required to the KCHD Communicable Disease Unit or state or federal law.

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