

**South Coast Education  
Service District**

Code: **GBEB**  
Adopted: 4/10/07  
Reviewed: 8/2/17  
Reviewed: 12/11/18  
Readopted: 2/12/19  
Reviewed: 10/8/20  
Readopted: 12/8/20

**Communicable Disease – Staff**

The ESD 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).

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

An employee may not attend work while in a communicable stage of a restrictable disease or when an administrator has reason to suspect that the employee has or has been exposed to any disease for which exclusion is required in accordance with law.

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.

The ESD shall protect the confidentiality of an employee’s health condition and record to the extent possible and consistent with federal and state law.

The ESD will include, as part of its emergency plan, a description of the actions to be taken by the ESD staff in the case of a declared public health emergency or catastrophe that disrupts ESD operations.

The superintendent will develop administrative regulations necessary to implement this policy.

END OF POLICY

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**Legal Reference(s):**

[ORS 334.125](#)  
[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 581-024-0275](#)  
[OAR 581-024-0280](#)

OREGON DEPARTMENT OF EDUCATION AND OREGON HEALTH AUTHORITY, *Community 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).