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A. All reportable communicable diseases will be referred to the Kent County Health Department in accordance with Michigan statutory and administrative guidelines.

B. The decision to close schools due to communicable disease outbreaks is at the discretion of the school District’s administration. Consultation on such decisions is available from the Kent County Health Department.

C. Mandatory screening for any of the following listed communicable diseases (see paragraph E) of all employees as a condition of attending work or as a condition for employment shall not be required.

D. Communicable diseases considered a serious concern to the community and/or the afflicted individual will be addressed by a Communicable Disease Review Panel (C.D.R.P). This C.D.R.P. will serve as resource to the school District to provide specific procedures for the situation.

E. When the C.D.R.P. is formed to review a situation involving a person with a communicable disease in the schools, the Board will be informed by the Superintendent. The Board shall be notified initially that the C.D.R.P. is meeting and the decision of the C.D.R.P. when a decision is made concerning the person with a communicable disease.

Communicable diseases that are serious in nature include:

1. AIDS - Acquired Immune Deficiency Syndrome.
2. ARC - AIDS Related Complex.
4. Hepatitis B.
5. Other like diseases that may be included by the health department that may present potentially serious health problems for those who are exposed to the disease and/or the disease carrier.

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Communicable Disease Review Panel

A. Purpose

The C.D.R.P. shall serve as a resource to the local school District for specific communicable disease instruction, protocol, procedures, and to make recommendation concerning:

1. Specific serious communicable disease cases
2. Epidemic control regarding any communicable disease occurrence

B. C.D.R.P. Membership

The C.D.R.P. shall have a membership that will be limited to the following representatives:

1. The Superintendent who will serve as chairperson
2. Physician with expertise in the related disease
3. Physician treating the individual
4. A physician from the Kent County Health Department
5. The staff person affected (or his/her representative)
6. The school nurse (if such a staff person is available)

Operation Guidelines for the C.D.R.P.

A. Upon notification of the existence or suspicion of an affected staff person, the Superintendent may, after consultation with a physician from the Kent County Health Department within 24 hours, inform in writing the affected staff person, that the affected person may not attend work or any school sponsored activity until the C.D.R.P.’s or Superintendent’s written recommendations have been received.

B. The C.D.R.P. shall have access to any relevant material or testimony concerning the affected individual and his/her behavior as it relates to the communicability of the disease. The C.D.R.P. shall consider existing federal, state, and local guidelines and have the authority to consult any experts, as they deem necessary.

C. The C.D.R.P. shall make a written recommendation as to whether the affected person should continue to be involved in the public school setting.

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D. For an affected employee, the C.D.R.P. should consider in its determination:
   1. The physical/mental condition of the school employee,
   2. The expected type of interaction with others in the school setting, and
   3. The impact on both the affected school employee and others in that setting.

E. If the recommendation is to allow the person to continue in the public school setting, then the C.D.R.P shall make a written recommendation regarding whether precautions should be taken within the school environment.

F. If the recommendation is to exclude the person from the public school setting, the C.D.R.P. shall make a written statement as to the conditions under which they would reconsider the denial.

G. The C.D.R.P. shall make a recommendation as to the need to review the case on a periodic basis and the timelines for such a review.

Case Review Process

A. The Superintendent shall obtain the name of the physician treating the affected person and shall request that the physician be a part of the C.D.R.P. The affected person shall provide the school District with a release of information so that the C.D.R.P. may review the needed information.

B. Upon notification of the existence or suspicion of an affected staff person, the C.D.R.P. chairperson shall call a meeting of the C.D.R.P. within five business days, at which time the case shall be reviewed. The affected staff person will have an opportunity to present written reports and verbal testimony to the C.D.R.P.

C. If the C.D.R.P.’s decision is unanimous, the chairperson shall, within three business days of the decision, inform in writing that decision to the affected staff person. The affected staff person will have an opportunity to present written reports and verbal testimony to the C.D.R.P.

D. If the C.D.R.P.’s decision is not unanimous, the Superintendent shall receive a summary of each C.D.R.P. member’s position within two business days of the conclusion of the hearing. The Superintendent shall then make the final decision.
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determination within three business days of the receipt of the C.D.R.P.’s summaries.

Copies of this decision will be sent to the affected person, the Board and the C.D.R.P.

E. If the affected person does not accept the decision of the C.D.R.P./Superintendent, such persons may file, within five business days, a written request to the Board asking it to hear their appeal. The Board shall establish a date for such a hearing within two business days upon receipt of said appeal.

Upon the conclusion of the hearing, the Board shall render its decision within five business days and send copies of their decision to the affected staff member.

F. If the decision of the C.D.R.P is not unanimous and if a majority of the members of the C.D.R.P. does not agree with the decision of the Superintendent, they may appeal that decision on their own behalf to the Board. All timelines for such an appeal will be the same as outlined in the appeal process in paragraph E above.

G. All persons involved in these procedures will be required to treat all proceedings, deliberations, and documents in compliance with the provisions of the Freedom of Information Act, and the Employees Right to Know Act.

Any employee found to have violated the confidentiality of any proceedings connected with policy 5370, or these rules, will be subject to disciplinary action up to and including discharge.

Rules Accepted: June 29, 2009

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