

RAINBOW DISTRICT SCHOOL BOARD

<b>POLICY &amp; PROCEDURES MANUAL</b>		<b>P.2.23</b>
LAST UPDATE PRINTED October 19, 2009	BOARD MOTION: 09-R204	HEALTH AND SAFETY

**POLICY STATEMENT**

P.2.23      **RAINBOW DISTRICT SCHOOL BOARD ACKNOWLEDGES THE POTENTIAL MEDICAL RISKS ASSOCIATED WITH PREGNANT EMPLOYEES WHEN EXPOSED TO FIFTH DISEASE.**

**OPERATIONAL PROCEDURES**

- OP.2.23
1. All pregnant employees or employees who are contemplating pregnancy are encouraged to contact their physician to determine their susceptibility to Fifth Disease.
  2. When a principal/manager has been advised that an individual has been diagnosed with Fifth Disease, the principal/manager shall advise all employees in the school/department.
  3. When a permanent employee is pregnant and there is an outbreak of Fifth Disease in her work location, the employee has three options:
    - a) remain in her regular worksite;
    - b) remain at home on unpaid leave until her physician approves her return to work; or
    - c) accept a temporary reassignment for twenty (20) continuous calendar days after the last confirmed case of Fifth Disease at the employee's regular worksite.
  4. In the event the pregnant employee chooses to accept a temporary re-assignment (see 3c) she may remain at home with pay until she has been given a temporary assignment.
  5. If the pregnant employee is a temporary employee/long term occasional teacher, she may accept having her name returned to the casual list/occasional teacher list for available daily assignments for twenty (20) continuous calendar days after the last confirmed case of Fifth Disease at the employee's temporary/occasional worksite if that position is still available.