

COMMUNICABLE DISEASES

Any employee or student with knowledge of a suspected or confirmed case of a communicable disease is responsible for reporting this information to the appropriate personnel. Exclusions from school may be required when it is deemed necessary to promote the safety and well being of all students and employees. Decisions about how best to provide educational services to those students excluded from school because of a communicable disease shall be made by the Administration. The Administration may consult with and seek the advice of available District and/or county health officials.

In dealing with communicable diseases, the District believes that:

1. Public education should be made available in the least restrictive environment that is appropriate to the individual needs of the student.
2. Public education should be provided in a safe and orderly environment.
3. Each student and employee should be treated with dignity and has a right to confidentiality.
4. Students and or employees infected with HIV (the AIDS virus) or other related conditions will not be subjected to illegal discrimination but will be dealt with in a manner consistent with the District's legal obligations to the infected student or employee as well as its obligation to all other students and employees of the District.

Communicable diseases shall be evaluated on an individual basis considering whether the condition is life threatening, the degree of communicability, and whether the disease has been or should be confirmed with laboratory documentation.

All information concerning any medical information of any student or employee is strictly confidential. No board member or employee of the District may negligently, knowingly or intentionally disclose or fail to protect medical or epidemiological information except as required by law. Any District official, officer or employee who discloses such information, except as required by law, will be subject to discipline as well as criminal and civil sanctions under law.

- A. Placement of Students: If a student is diagnosed with Acquired Immune Deficiency Syndrome, the State Department of Health shall be notified. In determining the placement of a student with a communicable disease, a multi-disciplinary team may be convened as provided by law. Upon meeting qualifications for services, when a student is excluded from school due to a communicable disease, homebound program services shall be available. Readmittance to school may require a statement by a physician or other health professional stating that the student is no longer infected and/or is not longer able to transmit the disease. No entry regarding a communicable disease shall be

made on the student's cumulative record, health card, the computerized student database, or other record maintained by the District.

- B. Placement of Employees: No employee may be dismissed or have his/her contract not renewed merely as a result of having a communicable disease except as allowed by law. District personnel who are required to be absent from their work due to a communicable disease shall be subject to the District's applicable sick leave policy. Readmittance to work may require a statement by a physician or other health professional stating that the employee is no longer infected and/or is no longer able to transmit the disease. No entry regarding a communicable disease shall be made in the employee's personnel file.

Bloodborne Pathogens: Body fluids of any person may contain infectious or contagious bacteria or viruses that may be spread from one person to another by accidental or careless handling of body fluids during sanitation work, custodial work, or the administration of emergency first aid. District personnel who are required to be absent from their work due to a communicable disease shall be subject to the District's applicable sick leave policy. Readmittance to work may require a statement by a physician or other health professional stating that the employee is no longer able to transmit the disease. No entry regarding a communicable disease shall be made in the employee's personnel file.

The Superintendent shall establish regulations that shall include a control plan, vaccination procedures, the handling and disposal of body fluids, and exposure follow-up procedures in order to comply with the Bloodborne Pathogens Act. The District shall provide appropriate instruction in the handling of body fluids through inservice presentations or other means. The Superintendent shall also direct the identification of employees who may, as a result of their job duties, be in contact with blood or other potentially infectious materials. Any employees so identified shall be offered Hepatitis B vaccinations at the District's expense. The District shall also make personal protective equipment available to employees for use in handling and disposing of body fluids.