

STUDENTS AND EMPLOYEES WITH SEVERE COMMUNICABLE DISEASES

Adopted: December 14, 1987

Revised: January 8, 2018

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I. PURPOSE

The purpose of this policy is to address issues related to individuals with severe communicable diseases. It is generally the desire of the School Board and the ROCORI School District to be inclusive of individuals and to encourage positive engagement as fully as possible.

II. GENERAL STATEMENT OF POLICY

- A. **STUDENTS:** It is the policy of the School Board that students with communicable diseases not be excluded from attending school in their regular classrooms or participating in activities so long as their attendance or participation does not create a substantial risk of the transmission of illness to children or employees of the school district.
- B. **EMPLOYEES:** It is the policy of the School Board that employees with communicable diseases not be excluded from attending to their customary employment so long as they are able to perform tasks assigned to them and so long as their employment does not create a substantial risk of the transmission of illness to children or employees of the School District.

III. GUIDELINES

The School Board recognizes that some individuals, because of special conditions may pose greater risks for the transmission of communicable diseases than others. These conditions need to be taken into account and considered in assessing the risk of transmission of the disease and the resulting effect upon the educational program of the student or employment of the employee.

A. District Responsibilities:

- 1. In all cases in which the Superintendent, School Nurse and/or District designee becomes aware that a student or employee of the School District has contracted a severe communicable disease, the Superintendent or designee, along with the school nurse (school health services coordinator) will take the following steps to the extent circumstances warrant and permit:
 - a. The student who is 18 years of age or older (adult student), the parent(s) or guardian of a student who is 17 years of age or younger (minor student), or the

employee, will be contacted in order to discuss the situation and determine whatever facts are available.

- b. Upon receiving written consent from the parent(s) or guardian of a minor student, or adult student, or employee, the Superintendent or designee, and the school health services coordinator will confer with the treating physician, if any, in order to determine any significant medical facts or factors affecting the possible transmission of the disease.
- c. Notify the licensed school nurse if care needs to be provided for the individual subject to written consent.
- d. In the case of a student or employee who is HIV positive, who has the uncoverable oozing skin lesions, severe spontaneous external bleeding disorders or other conditions or situations that warrant, the Minnesota Commissioner of Health is to be contacted and requested to convene an Advisory Committee to review the case and to provide recommendations regarding educational placement for a student or continued attendance at work for an employee.

Such Advisory Committee may include:

The State Epidemiologist,
Minnesota Department of Education Representative,
Pediatrician or physician with expertise in infectious diseases,
Physician with expertise in care of patients with the infectious diseases,
Student or employee's personal physician,
Superintendent of Schools, or designee,
Primary teacher in the case of a student,
Health service coordinator, school nurse,
School district medical consultant

- e. Review with staff proper hygiene practices as recommended by local, county and state health authorities, and the Advisory Committee to be followed at all times when handling blood or bodily fluids to prevent the spread of diseases including the HIV and other infectious agents.

B. Data Privacy: The School District recognizes that the improper and unauthorized release of health information regarding a student or employee suffering from an infectious disease is a violation of data privacy rights of students or employees who have or are rumored to have such illnesses.

- 1. Health data regarding students is private data, according to Minnesota Statute, and is not to be disseminated to the public or to staff without the strict observance of data privacy rights.
- 2. Health data regarding employees is private data, according to Minnesota Statute and may not be released to the public or to fellow employees.

IV. Staff and Student Education

The School District recognizes that the education of the community, staff, and students regarding the risks involved in the spread of infectious diseases in the school setting will help to minimize the risk of transmission to other students and employees, while protecting the rights of infected students and employees.

- A. All School District employees will receive instruction regarding annual blood-borne pathogen training, appropriate hygiene practices, precautions to be employed where contagious diseases may be encountered, and community resources for referral and information.
- B. Students in K-12 will receive age appropriate instruction in health, including specific information about communicable diseases and AIDS, including prevention and access to community resources.

Source: Ind. School District No. 750 and MSBA Model Policy 420