

## EMPLOYEE STAFF HEALTH

Admin. Reg. HRS-11  
April, 2017~~August, 2010~~

### I. Health Screening.

- A. The ~~BCSD District shall will~~ not initially hire any person ~~to work in the system~~ until ~~he/she that individual~~ has been appropriately evaluated for tuberculosis according to guidelines approved by the South Carolina Department of Health and Environmental Control (“DHEC”). ~~Any person applying for a position in the BCSD District must shall~~ secure a health certificate on the appropriate form from a licensed physician certifying ~~that s/he he/she~~ does not have tuberculosis in an active stage. The BCSD shall not require reevaluation in consecutive years unless otherwise indicated by the DHEC guidelines.
- B. Should the ~~BCSD District~~ have questions or concerns about the physical or mental capabilities of a staff member to perform the essential functions of his/her position with or without reasonable accommodations, the Office of Human Resource Services may require an appropriate health examination.

### II. Communicable Diseases.

- A. The ~~BCSD District~~ defines a chronic communicable disease as a persistent or recurring infection, which may be transmitted to a susceptible person by contact with an infected individual. The National Center for Disease Control and Prevention will be the definitive authority on the identification and transmission of chronic communicable diseases.
- B. It is the policy of the ~~BCSD District~~ to protect the health of the school community by implementing a program of education, prevention, and reporting with respect to chronic communicable diseases in cooperation with state and local public health agencies. It is not BCSD policy to automatically suspend an employee with a chronic communicable disease.
- C. All ~~BCSD employees shall staff have a duty to~~ treat as highly confidential any knowledge or speculation concerning the health status of students or employees with a communicable disease including, but not limited to, acquired immunodeficiency syndrome (AIDS), human immunodeficiency virus (HIV), hepatitis, and tuberculosis. Information regarding the medical condition of students and employees ~~shall must~~ be maintained in strict confidence and may only be revealed consistent with laws and regulations.

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copy of the ~~BCSDDistrict's~~ exposure-control plan is on file at the ~~BCSDDistrict~~ ~~DESCOffice~~ and in each ~~P~~principal's office.

#### IV. Staff Health.

A. Unless otherwise provided by law, an employee with a communicable disease ~~shall~~must inform the Chief Administrative and Human Resource Services Officer at the time of diagnosis or upon employment by the ~~BCSDDistrict~~.

~~B.~~ The ~~BCSDDistrict~~ ~~will~~ shall make decisions regarding appropriate placement of employees known to have communicable diseases on a case-by-case basis. ~~The Superintendent or his/her designee~~administration may reassign an employee with a chronic communicable disease to a position which limits student/employee contact. Alternatively, the ~~Superintendent or his/her designee~~administration may place the employee on medical leave if appropriate medical judgment substantiates ~~that~~ the employee poses a significant health threat to students and/or other employees. The Superintendent reserves the right to place on leave or exclude any employee whose physical condition would interfere with his/her ability to work or would expose other students or employees to infection.

~~B-C.~~ Employees with HIV/AIDS shall be under no work restrictions in the BCSD, unless medical impairments exist which are so severe as to be a hazard to the employee, students, or other employees. Such employees present to appreciable risk to others under normal school working conditions. The Superintendent shall make decisions regarding appropriate placement of employees known to have HIV/AIDS, upon adequate documentation from the employee's physician, on a case by case basis.

~~C-D.~~ When an employee has been placed on leave or excluded as provided above, the ~~Superintendent or his/her designee~~Office of Human Resource Services may require a satisfactory certificate from one (1) or more licensed physicians ~~stating that~~ the employee's presence is no longer a risk to the employee or to others at school before allowing the employee to resume his/her duties.

~~D-E.~~ The ~~Superintendent or his/her designee~~ shall~~District will~~ notify other employees and students ~~staff~~ of the existence of a communicable disease in accordance with DHEC regulations and guidelines. ~~The Chief Administrative and Human Resource Services Officer will be responsible for ensuring that procedural safeguards are followed when determining the employment status of employees with chronic communicable diseases.~~

Adopted: July, 2001  
Revised: August, 2010; April, 2017

#### Legal References:

- A. South Carolina Code, 2004, as amended
  - 1. Section 44-29-150 and 160 - Tuberculin test required of new employees

2. Section 44-29-200 - Attendance of teachers or pupils with contagious or infectious disease may be prohibited
- B. State Board of Education Regulations, as amended
1. R-43-207 - All personnel will be screened for tuberculosis
- C. Department of Health and Environmental Control Regulations
1. R-61-20 - Communicable diseases
  2. R-61-22 - Evaluation of school employees for tuberculosis