

## **EMPLOYEES WITH INFECTIOUS DISEASES**

The Board of Education, respecting the public concern about the spread of life-threatening infectious diseases and the concern about the admission to work for employees when they suffer from certain communicable diseases, adopts this policy to protect the rights of employees and to protect the health of students and others who work in the schools of the district.

The Board of Education recognizes its lack of expertise in this public health area. Therefore, in any instance where an employee is diagnosed as suffering from a life-threatening infectious disease, the superintendent of schools will arrange to have the employee examined by the school physician. The school physician will consult with a Suffolk County public health officer, the physician who made the infectious disease diagnosis, and any person whom the employee designates to serve as a counselor. After the consultations, the school physician will make a recommendation as to whether or not the employee may safely be active in the school setting. The school physician will recommend that the employee should or should not be present at work. The school physician will recommend if a further evaluation will be necessary, and if so, when. The Board of Education will determine whether to adopt the recommendations of the school physician and what conditions will prevail.

The school principal, assisted by the school nurse, will establish and monitor the procedures to be followed in a school in those instances when an employee with an infectious disease continues in daily attendance while the disease may be communicable. The procedures to be observed are to be based upon the Universal Precautions established by the United States Center for Disease Control. The school principal, assisted by the school nurse, will make certain that an adequate amount of supplies is always available in the school building as required to meet the demands of the Universal Precautions. The school principal, assisted by the school nurse, will train staff members about the application of such supplies and other precautions to be taken to prevent the spread of disease.

In the event that an employee with an infectious disease is transferred to another school in the district, the school principal will notify the receiving school as to the employee's medical condition and status prior to the employee being transferred to the new school. Written communication to other school officials will require confirmation to assure the receipt of the information and the opportunity for further clarification of the employee's medical status. Conversely, upon receipt of information that an employee who is entering a new school has an infectious disease, the school principal will consult with the sending school official to ascertain and confirm the medical status of the employee.

The persons to be informed of an infected employee's identification and condition are those who:

1. Require knowledge to assure the care and supervision of the infected employee.

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2. Require knowledge to prevent the transmission of the disease to another person.
3. In the judgment of the superintendent of schools should have such knowledge.

The persons who are informed will treat all information about the identity and condition of an infected employee with the utmost confidentiality and are so directed. An infected individual's right to privacy shall be protected by school personnel pursuant to the terms of the laws of 1988, Chapter 584. The confidentiality of HIV-related information concerning whether an individual has been the subject of an HIV-related test, possesses the HIV infection, the HIV-related illness or AIDS, or any other information which may identify an individual as having one or more of such conditions, including information pertaining to such individual's contacts, will be preserved in accordance with said statute.

Pursuant to the statute, the district will utilize, where appropriate, the New York State Department of Health-issued forms entitled "Informed Consent to HIV Antibody Test" and "Authorization for Release of Confidential HIV-Related Information," as attached hereto in appropriate cases.

This policy shall also apply to volunteers, substitute employees, and to any other adult who regularly frequents the schools when classes for students are in session.

Policy Adopted:  
November 21, 1988

Policy Revised:  
July 10, 1989

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December 16, 1991