

## STUDENTS

### STUDENTS & EMPLOYEES WITH SERIOUS COMMUNICABLE DISEASES

#### I. PURPOSE

Public concern that students and staff of the school district be able to attend the schools of the district without being infected with serious communicable diseases or infectious diseases, including but not limited to Human Immunodeficiency Virus (HIV), Acquired Immunodeficiency Syndrome (AIDS), Hepatitis B, and Tuberculosis, requires that the School Board adopt measures effectively responding to health concerns while respecting the rights of all students, employees, and contractors, including those who are infected. The purpose of this policy is to adopt such measures.

#### II. GENERAL STATEMENT OF POLICY

##### A. Students

The policy of the school board is that students with communicable diseases not be excluded from attending school in their usual daily attendance setting so long as their health permits and their attendance does not create a significant risk of the transmission of illness to children or employees of the school district. "Significant risk" will be determined by the school district. A procedure for minimizing interruptions to learning resulting from communicable diseases will be established on an individual basis by the school district in its IEP and Section 504 team process, if applicable, and in consultation with community health and private health care providers. Procedures for the inclusion of students with communicable diseases will include any applicable educational team planning processes, including the review of the educational implications for the student and others with whom the student comes into contact.

##### B. Employees

The policy of the School Board is that employees with communicable diseases not be excluded from attending to their customary employment so long as they are physically, mentally, and emotionally able to safely perform tasks assigned to them and so long as their employment does not create a significant risk of the transmission of illness to students, employees, or others in the school district. If a reasonable accommodation will eliminate the significant risk of transmission, such accommodation will be undertaken unless it poses an undue hardship to the school district.

##### C. Circumstances and Conditions

1. Determinations of whether a contagious individual's school attendance or job performance creates a significant risk of the transmission of the illness to students or employees of the school district will be made on a case by

case basis. Such decisions will be based upon the nature of the risk (how it is transmitted), the duration of the risk (how long the carrier is infectious), the severity of the risk (what is the potential harm to third parties), and the probabilities the disease will be transmitted and will cause varying degrees of harm. When a student is disabled, such a determination will be made in consultation with the education planning team.

2. The school board recognizes that some students and some employees because of special circumstances and conditions, may pose greater risks for the transmission of infectious conditions than other persons infected with the same illness. Examples include students who display biting behavior and students or employees who are unable to control their bodily fluids, who have oozing skin lesions, or who have severe disorders which result in spontaneous external bleeding. 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 by consulting with the Commissioner of Health, the physician of the student or employee, and the parent(s)/guardian(s) of the student.

D. Students with Special Circumstances and Conditions

The school Superintendent, along with the infected individual's physician, the infected individual or parent(s)/guardian(s) and others, if appropriate, will weigh risks and benefits to the student and to others, consider the least restrictive appropriate educational placement, and arrange for periodic reevaluation as deemed necessary by the state epidemiologist. The risks to the student shall be determined by the student's physician.

E. Precautions

The District will develop routine procedures for infection control at school and for educating employees about these procedures. The procedures shall be developed in cooperation with health professionals taking into consideration guidelines of the Minnesota Department of Education and the Minnesota Department of Health. (These precautionary procedures shall be consistent with District procedures regarding blood-borne pathogen policy developed pursuant to the Districts employee right to know policy.)

F. Information Sharing

1. Employee and student health information shall be shared within the district only with those whose jobs require such information and with those who have a legitimate educational interest (including health and safety) in such information and shall be shared only to the extent required to accomplish legitimate educational goals and comply with employees' right to know requirements.

2. Employee and student health data shall be shared outside the school district only in accordance with state and federal law and within the School District's policies on employee and student records and data.

G. Reporting

If a medical condition of student or staff threatens public health, it must and will be reported to the Commissioner of Health.

H. Prevention

The School Board recognizes that the education of staff and students regarding the risks involved in the spread of infectious diseases will help to minimize the risk of transmission among students and staff.

- a. All employees shall receive instruction regarding this policy, appropriate hygienic practices for use in all school settings (Universal Precautions), specific precautions where communicable diseases may be encountered, and community resources for referral and information.
- b. All students shall receive age appropriate comprehensive and up to date health education about communicable diseases, including specific information regarding prevention and access to community resources.

I. Vaccination and Screening

The school district will develop procedures regarding the administration of Hepatitis B vaccinations and Tuberculosis screenings in keeping with current state and federal law. The procedures shall provide that the Hepatitis B vaccination series be offered to all who have occupational exposure at no cost to the employee.

## GUIDELINES FOR HANDLING BODY FLUIDS IN SCHOOL

### Does contact with body fluids present a risk?

The body fluids of all persons should be considered to contain potentially infectious agents (germs). The term "body fluids" includes: blood, semen, drainage from cuts and scrapes, feces, urine, vomitus, respiratory secretions (e.g. nasal discharge), and saliva. Contact with body fluids presents a risk of infection with a variety of germs. In general, however, the risk is very low and dependent on a variety of factors including the type of fluid with which contact is made and the type of contact made with it.

Table I provides examples of particular germs that may occur in body fluids of individuals and the respective transmission concerns. It must be emphasized that with the exception of blood, which is normally sterile, the body fluids with which one may come in contact usually contain many organisms, some of which may cause disease. Furthermore, many germs may be carried by individuals who have no symptoms of illness. These individuals may be at various stages of infection: incubating disease, mildly infected without symptoms, or chronic carriers or certain infectious agents including the HIV and hepatitis viruses. In fact, transmission of communicable diseases is more likely to occur from contact with infected body fluids of unrecognized carriers than from contact with fluids from recognized individuals because simple precautions are not always carried out.

### What should be done to avoid contact with body fluids?

When possible, direct skin contact with body fluids should be avoided. Disposable gloves should be available in at least the office of the nurse and custodian. Gloves are recommended when

direct hand contact with body fluids is anticipated (e.g. treating bloody noses, handling clothes soiled by incontinence, cleaning small spills by hand). Hands should be washed after gloves are removed and gloves discarded in a plastic bag or lined trash can, secured and disposed of daily.

### What should be done if direct skin contact occurs?

In many instances, unanticipated skin contact with body fluids may occur in situations where gloves may not be immediately available (e.g., when wiping a runny nose, applying pressure to a bleeding injury outside the classroom, helping a child in the bathroom). In these instances, hands and other affected skin areas of all exposed persons should be routinely washed with soap and water after direct contact has ceased. Clothing and other nondisposable items (e.g. towels used to wipe up body fluid) that are soaked through with body fluids should be rinsed and placed in plastic bags. If presoaking is required to remove stains (e.g. blood, feces) use gloves to rinse or soak item in cold water prior to bagging to be sent home. Disposable items (tissues, paper towels, diapers) should be handled with disposable gloves.

### How should spilled body fluids be removed from the environment?

Absorbent agents specifically intended for cleaning body fluid spills should be stocked. Disposable gloves should be worn when using these agents. Dry material is applied to the area, left for a few minutes to absorb the fluid, and then vacuumed or swept up. The vacuum bag or sweeping should be disposed of in a plastic bag. Broom and dustpan should be rinsed in a disinfectant. No special handling is required for vacuuming equipment. Assistance from custodians can be requested to clean up body fluid spills.

### Handwashing Procedures

Proper handwashing requires the use of soap and water and vigorous washing under a stream of running water from 10 seconds to a full minute. Soap suspends easily removable soil and microorganisms allowing them to be washed off. Running water is necessary to carry away dirt and debris. Rinse under running water. It is important to thoroughly dry hands with paper towel.

### Disinfectants

An intermediate level disinfectant should be used to clean surfaces contaminated with body fluids. Custodial assistance can be requested for this process. Such disinfectants will kill vegetative bacteria, fungi, tubercle bacillus and viruses.

### Disinfection of Hard Surfaces and Care of Equipment

After removing the soil, a disinfectant is applied. Mops should be soaked in the disinfectant after use and rinsed thoroughly or washed in a hot water cycle before rinse. Disposable cleaning equipment and water should be placed in toilet or plastic bag as appropriate.

Non-disposable cleaning equipment (dustpans and buckets) should be thoroughly rinsed in the disinfectant. The disinfectant solution should be promptly disposed down the drain pipe. Remove gloves and discard in appropriate receptacles.

### Disinfection of Rugs

Apply sanitary absorbent agent, let dry, and vacuum. If necessary, mechanically remove with dustpan and broom, then apply rug shampoo (a germicidal agent) with a brush and re-vacuum. Rinse dustpan and broom in disinfectant. If necessary, wash brush with soap and water. Dispose of nonreusable cleaning equipment as above.

### Laundry Instructions

The most important factor in laundering clothing contaminated in the school setting is elimination of potentially infectious agents by soap and water. Addition of bleach will further reduce the number of potentially infectious agents. Clothing soaked with body fluids should be washed separately from other items. Presoaking may be required for heavily soiled clothing. Other wise, wash and dry as usual. If the material is bleachable, add 1/2 cup household bleach to the wash cycle. Nonchlorox bleach is recommended for non-colorfast materials.

### Lancets/Needles

Lancets used in science or syringes used for immunizations in the school will be placed in a puncture proof container and disposed of by incineration.

**TABLE I**

Transmission Concerns in the School Setting  
Body Fluid Source of Infectious Agents

<u>Body Fluid-Source</u>	<u>Organism of Concern</u>	<u>Transmission</u>
Blood -cuts/open sores -nosebleeds -menstrual -contaminated needle	Hepatitis B virus AIDS (HIV) virus Cytomegalavirus	Blood stream inoculation thru cuts on hands  Direct blood inoculation
Feces -incontinence	Salmonella bacteria Shigella bacteria Rotavirus Hepatitis A virus	Oral inoculation from contaminated hands
Urine -incontinence	Cytomegalovirus	Bloodstream and oral inoculation from contaminated hands
Respiratory -saliva  -nasal drainage	Mononucleosis Common cold  Influenza virus	Oral inoculation from contaminated hands
	AIDS virus (HIV) Hepatitis B virus	Bloodstream inoculation thru cuts on hands; bites
Vomit	Gastrointestinal virus, e.g. Norwalk Rotavirus	Oral inoculation from contaminated hands
Semen	Hepatitis B AIDS (HIV) virus Gonorrhea	Sexual contact (intercourse)