

Central Greene School District

No. 414.1

Section PROFESSIONAL EMPLOYEES

Title HIV (HUMAN IMMUNODEFICIENCY
VIRUS)

Date Adopted June 25, 1991

Guide		Reference
<p>1. Purpose</p> <p>2. Authority</p> <p>3. Delegation of Responsibility</p> <p>4. Guidelines</p>	<p>414.1. HIV (HUMAN IMMUNODEFICIENCY VIRUS)</p> <p>There shall be no discrimination in employment based on having an HIV infection or AIDS. No school employe shall be terminated, non-renewed, demoted, suspended, transferred, or subjected to adverse action based solely on the fact that he or she is infected with HIV (or is perceived to be infected). School employees who are unable to perform their duties due to an illness, such as those related to HIV, shall retain eligibility for all benefits that are provided for other school employes with long-term diseases or disabling conditions.</p> <p>This policy shall apply to all employes and other participants in all programs conducted by the Central Greene School District.</p> <p>The Superintendent shall be responsible for implementing existing school district procedures on HIV positive employes and shall be the contact person for information and confidentiality requirements.</p> <ol style="list-style-type: none"> Each case shall be treated on an individual basis. In the case of HIV, the Superintendent shall determine whether the person who is infected with HIV has a secondary infection, such as tuberculosis, that constitutes a recognized risk of transmission in the school setting. As this is a medical question, the Superintendent may consult with 1) the infected person's physician; 2) a qualified public health official; 3) the infected person. If there is no secondary infection that constitutes a medically recognized risk of transmission in the school setting, the Superintendent shall not alter the job assignment of the 	<p>1</p> <p>2</p> <p>3</p> <p>4</p> <p>5</p> <p>6</p> <p>7</p> <p>8</p> <p>9</p> <p>10</p> <p>11</p> <p>12</p> <p>13</p> <p>14</p> <p>15</p> <p>16</p> <p>17</p> <p>18</p> <p>19</p> <p>20</p> <p>21</p> <p>22</p> <p>23</p> <p>24</p> <p>25</p> <p>26</p> <p>27</p> <p>28</p> <p>29</p> <p>30</p> <p>31</p> <p>32</p> <p>33</p> <p>34</p> <p>35</p> <p>36</p> <p>37</p> <p>38</p> <p>39</p> <p>40</p> <p>41</p> <p>42</p> <p>43</p> <p>44</p>



infected person. The Superintendent shall, however, periodically review the case with the infected person and the medical advisors described above.

4. If there is a secondary infection that constitutes a medically recognized risk of transmission in the school setting, the Superintendent shall consult with the physician, public health official, and the infected person. If necessary, they will develop an individually tailored plan for the staff member. Additional persons may be consulted, if this is essential for gaining additional information; but the infected staff member must approve the notification of any additional persons who would know the identity of the infected person. The Superintendent should consult with the school solicitor to make sure that any official action is consistent with federal and state law. When the Superintendent makes a decision about the case, there shall be a fair and confidential process for appealing the decision.
5. If an individually tailored plan is necessary, it shall have minimal impact on employment. It must be medically, legally, educationally, and ethically sound. The Superintendent will establish guidelines for periodic review of the case and will oversee implementation of the plan in accordance with local, state and federal laws, including due process and appeal. The Superintendent should consult with the school solicitor to make sure that any official action is consistent with federal and state law.
6. Utmost confidentiality shall be observed throughout this process.
7. All academic and health records of employees will be kept confidential in order to ensure their right of privacy.



8. School districts shall administer a program of on-going education about HIV for students and all school employees, including full-time, part-time, and temporary professional and support staff, to ensure that all are informed in a consistent manner about:

- the nature of HIV infection, including how it is and is not transmitted according to current scientific evidence;
- school district policies and procedures related to employees and students with diseases such as HIV infection;
- resources within the school district and elsewhere for obtaining additional information or assistance; and
- procedures to prevent the spread of all communicable diseases at school.

9. The school district shall follow district or state guidelines to prevent the spread of diseases at school. The district shall also follow the most current Centers for Disease Control (CDC) "Universal Precautions for Prevention of Transmission of Human Immunodeficiency Virus, Hepatitis B Virus, and other Bloodborne Pathogens in Health-Care Settings."

10. As prescribed by CDC guidelines, training about techniques for preventing the spread of infectious diseases shall be comprehensive and shall be provided for all staff. The training shall include a demonstration of procedures and an opportunity for hands-on experience to demonstrate proficiency.

11. The Superintendent shall be responsible for the effective implementation of these programs and procedures, which shall be



developed in collaboration with local or state health agencies.

12. Employees may not refuse to work with an employee with HIV infection. Employees are expected to fulfill assigned responsibilities. Any employee refusing such duties will be referred for counseling on HIV infection. Further refusal may result in disciplinary action.
13. Mandatory screening for communicable diseases that are not spread by casual, everyday contact, such as HIV infection, shall not be a condition for employment or continued employment.
14. These policies will be reviewed on a regular basis to take into account any new epidemiological information that becomes available.