

BOARD OF TRUSTEES

HUMBOLDT COUNTY SCHOOL DISTRICT

POLICY 3070 BUSINESS, NON-INSTRUCTIONAL

PERSONNEL WITH INFECTIOUS DISEASES

1. The Humboldt County School District has an obligation to provide a safe environment for all employees and students. To ensure that safe environment, the Universal Precautions training program will be provided annually to all site and District staff. The Blood borne Pathogens Standard training program and Hepatitis B (HBV) vaccine will be made available annually to each school nurse/health assistants and one additional site selected person to attend to exposure incidents in the absence of the school nurse. The Blood borne Pathogens Standard training program and HBV vaccine will be made available to any additional staff who requests such training and/or vaccine, in accordance with federal regulation. Every reasonable precaution will be taken to ensure that an employee or student's condition does not present a health or safety threat to others, and therefore; whenever it is determined that personnel being diagnosed with an infectious disease including, but not limited to, the following: HIV, Hepatitis A, Hepatitis B, etc., the diagnosing physician and/or members from the Communicable Disease Evaluation Panel consisting of: Superintendent or his designee, principal, school nurse, and public health nurse, will make an initial determination concerning the employee's ability to carry out normal duties.
2. It is the policy of the Humboldt County School District not to discriminate against an employee who is diagnosed as having an infectious disease, unless there is evidence of a "secondary" infection or illness or other medical evidence indicates that the employee may be contagious in the work setting and such risk cannot be eliminated by reasonable accommodation, or the illness precludes them from performing essential functions for which they were employed.
4. If the initial determination indicates the employee's medical condition does not pose an unreasonable risk to the health and safety of others, then personnel should be allowed to work. Such attendance shall be subject to periodic evaluation by the attending physician and/or the Communicable Disease Evaluation Panel. If the periodic evaluation shows evidence of changes in the employee's medical condition which concludes there is an unreasonable risk to others, the employee shall be immediately removed from the school setting.

CONFIDENTIALITY

1. All persons involved in these procedures are required to treat all documents and any or

all information obtained in any manner as confidential in accordance with existing law.

2. This regulation shall be amended from time to time as additional medical evidence and studies regarding all infectious diseases become available.

Adopted 5/92, revised 2/93, revised 2/09/10