

1 **Board Policies**

Blair-Taylor School District

2
3 **Series: 400**
4 **Section: 450**
5 **Policy #: 452.41**

STUDENTS
STUDENT HEALTH AND WELFARE
COMMUNICABLE DISEASE CONTROL GUIDELINES

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9 A. Education

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11 1. The district shall ensure that all examinations/inoculations required of students
12 and staff have been obtained.
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14 2. The school nurse shall be responsible for the appropriate maintenance of a health
15 room in each building. The nurse shall ensure that a list of communicable diseases/conditions as
16 defined by the Department of Health and Social Services is
17 posted in the health room and that information regarding the suppression and
18 control of communicable diseases/conditions is available for review by interested
19 students and staff.
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21 3. Information regarding suppression and control of communicable
22 diseases/conditions shall be included in new employee orientation sessions and
23 shall be used periodically in training program for existing staff
24 .
25 4. Standard procedures shall be followed to prevent the spread of communicable
26 diseases/conditions transmitted by air (such as tuberculosis, chicken pox, measles,
27 mumps and rubella).
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29 5. Standard procedures shall be followed to prevent the spread of communicable
30 diseases/conditions transmitted by exchange of body fluids (such as hepatitis A
31 and B, rotavirus, cytomegalovirus, salmonella, staphylococcus aureus and AIDS).
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33 a. Staff involved in dealing with any body fluids should take necessary
34 precautionary measures. Body fluids include blood, semen, feces, urine,
35 vomit, respiratory secretions, saliva and drainage from scrapes, cuts and open
36 lesions. Direct skin contact with body fluids should be avoided, whenever
37 possible, by use of disposable gloves. Any skin that comes in contact with
38 body fluids should be washed promptly.
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40 b. Spills of body fluids should be disinfected, and soiled items should be handled
41 properly. Clothing and other non-disposable items should be rinsed and
42 placed in plastic bags prior to thorough laundering. Disposable items (e.g.
43 diapers, paper towels, tissues) should be burned or deposited in sealed or lined
44 containers. These containers should be emptied daily.
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47 c. Hard surfaces and equipment (tables, mops, buckets) contaminated with body
48 fluids should be cleaned by either soaking or washing in a solution of hot
49 water and household bleach (diluted 10:1) or other appropriate disinfectant.
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51 6. Standard procedures shall be followed to prevent the transmission of pediculosis,
52 scabies, body lice and similar conditions.
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55 B. Confidentiality/Reporting
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57 1. The school nurse shall function as the district's liaison with students and staff,
58 parents/guardians and physicians, and public health officials.
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60 2. Any person who knows or suspects that an individual in the school has a
61 communicable disease/condition shall report the facts to the school nurse.
62 Pursuant to public health statutes and regulations, the nurse shall convey the
63 report to the local public health officer, if required, and/or take other appropriate
64 action. The nurse shall inform the building principal of all such reports made
65 and/or actions taken.
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67 3. The district shall maintain the confidentiality of the health records of students and
68 staff and shall not disclose any such records except to the extent required or
69 permitted by law and essential to the safe conduct of the district's operations.
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71 72 C. Exclusion From School

73 74 1. Students

75 a. Students who are suspected of having a communicable disease/condition that
76 may affect the health of others in the school environment may be sent home
77 for diagnosis and treatment. Students who are diagnosed as having a
78 communicable disease/condition that poses a significant risk of transmission
79 to others in the school environment shall be excused from school until their
80 presence no longer poses a threat to the health of others.
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82 b. The school nurse shall determine whether students should be sent home for
83 diagnosis and treatment or excused from school because their
84 disease/condition poses a significant health risk to others or renders them
85 unable to function in the school setting. Before making such a determination,
86 the nurse shall inform the student of the reasons for the contemplated action
87 and shall consider any information the student may choose to offer regarding
88 his/her condition. If the nurse sends a student home or excuses a student from
89 school, the nurse shall immediately notify the student's parent/guardian and
90 the building principal of the reasons for the action.
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93 c. Alternative educational opportunities shall be arranged for students who must
94 be isolated from school for a significant period of time.
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96 d. As a condition of continued or renewed attendance, the nurse may require a
97 physician's statement that a student is in suitable condition to return to school.
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99 e. A parent/guardian or adult student who disputes the nurse's determinations or
100 actions regarding exclusion of a student from school may appeal to the district
101 administrator or designee. This appeal must be made in writing within five
102 (5) days of the disputed determination or action and must contain:

- 103 (1) A statement of the facts;
104 (2) A statement of the relief requested; and
105 (3) Any necessary medical information.

106 The district administrator shall render a decision in writing within five (5)
107 days of receipt of the appeal. A party who disputes the district administrator's
108 decision may appeal to the Board. This appeal must be made in writing
109 within five (5) days of the district administrator's decision and must state the
110 reasons for disagreement with that decision. For purposes of this appeal
111 procedure, "day" shall be defined to exclude Saturdays, Sundays and school
112 holidays

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2. Staff

a. If there is reasonable cause to believe that an employee has any communicable disease/condition that would be detrimental to the health of others in the school environment, the district reserves the right, upon recommendation by the school nurse, to require a medical examination of the employee at district expense and a physician's statement that the employee is in suitable condition to continue working.

b. Employees who are diagnosed as having a communicable disease/condition that poses a significant risk of transmission to others in the school environment or that renders them unable to adequately perform their duties shall be excused from work.

c. The determination as to whether and under what circumstances an employee's communicable disease/condition poses a significant health risk to others in the school environment or makes adequate performance impossible shall be made by the district administrator or designee upon the recommendation of the school nurse and, where appropriate, upon consultation with public health authorities. Before making this determination, the district administrator shall inform the employee of the reasons for the contemplated exclusion and shall consider any information the employee may choose to offer regarding his/her condition. The district administrator shall also consider whether a reasonable accommodation could eliminate the health risk to others and/or permit adequate performance.

d. The district administrator shall provide written notice to any employee excused from work pursuant to this policy. Employees so excused may utilize any applicable alternative employment opportunities that are provided under existing Board policies and/or collective bargaining agreement provisions - which may include sick leave, unpaid leave of absence, or reassignment - but are not guaranteed continued or renewed employment.

e. Employees excused from work pursuant to this policy and subject to a collective bargaining agreement may appeal the district administrator's determination according to the grievance procedure set forth in the collective bargaining agreement. Other employees so excused from work may appeal the district administrator's determination according to the procedure set forth in paragraph C. 1. e. above.

D. AIDS

1. General

a. In addition to maintaining normal confidentiality regarding health records, the district shall not disclose the results of a test for the presence of an antibody to HIV (human immunodeficiency virus, the agent that causes AIDS) except as expressly authorized by the test subject or by law.

b. The district shall not solicit or require a test for the presence of an antibody to HIV as a condition of employment and shall not affect the terms, conditions, or privileges of employment of any employee because the employee obtains such a test.

c. Decisions regarding the appropriate educational and work situation of students and staff diagnosed as or suspected of being HIV-infected shall be made by a

169 health care team consisting of the school nurse and building principal, the
170 individual's parent/guardian (for students) and physician and the local public
171 health officer. The team shall confer, as necessary, with the district's medical
172 consultant and legal counsel and with state public health agencies.

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174 d. Because the team ordinarily shall have no legal way to learn whether an
175 individual is HIV-infected unless that individual or the individual's
176 parent/guardian voluntarily disclose the information, and because the potential
177 exists for transmitting AIDS by any direct, moist contact, standard procedures
178 to prevent the transmission of communicable diseases through exchange of
179 body fluids shall be routinely followed, regardless of whether there is any
180 evidence to suggest the presence of AIDS or any other communicable
181 disease/condition.

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185 2. Students

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187 a. As a general rule, students suspected of or diagnosed as being HIV-infected
188 shall be allowed to attend school in their regular classroom setting and should
189 be considered eligible for all rights, privileges and services provided by law
190 and Board policy.

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192 b. Decisions regarding the type of educational setting for suspected or diagnosed
193 HIV-infected students shall be based on the team's objective assessment of the
194 behavior, neurological development, and physical condition of the student and
195 of the student's expected type of interaction with others in that setting.

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197 c. If the team determines that a risk to the health of students or staff exists (e.g. if
198 a student lacks toilet training, has open sores that cannot be covered or
199 demonstrates behavior such as biting that could result in direct inoculation of
200 potentially infected body fluids into the bloodstream of another) the student
201 may be placed in a more restricted school setting. If homebound instruction is
202 necessary, the homebound tutor shall be advised regarding the standard
203 procedures to be followed to prevent transmission of communicable diseases
204 through exchange of body fluids.

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206 d. The health status of a student temporarily removed from the usual school
207 setting to protect the health of self or others shall be reevaluated by the team
208 at regular intervals.

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210 e. Some HIV-infected children may be immunodeficient and may need to be
211 removed from the classroom for their own protection when other
212 communicable diseases are present in the school environment. The nurse
213 shall notify an infected student's parent/guardian when such communicable
214 diseases occur in the school and shall cooperate with the parent/guardian in
215 making any necessary changes in the student's setting.

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218 E. Non-communicable Diseases/Conditions

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220 1. In recognition that an employee's health status is personal and private, the district
221 shall take reasonable precautions consistent with state and federal law to protect
222 the confidentiality of the health records to the staff.

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224 2. As part of maintaining the health room, the school nurse shall provide educational

225 materials about serious non-communicable diseases/conditions to all interested
226 employees.

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228 3. The district shall be sensitive and responsive to the informed concerns of coworkers
229 and shall consult the school nurse for guidance in managing any situation
230 involving an employee with a serious non-communicable disease/condition.

231 4. Consistent with state and federal law and the requirements of the district, the
232 district shall make a reasonable accommodation for employees whose serious non-
233 communicable diseases/conditions constitute handicapping conditions.

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235 5. The district shall provide information regarding and encourage employees with
236 serious non-communicable diseases/conditions to seek assistance from established
237 community support groups for medical treatment and counseling services.

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270 **LEGAL REFERENCE:**

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272 **First Reading: 8-17-09**

Adopted: 9-21-09

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276 **Clerk:** _____
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