

DODGELAND SCHOOL DISTRICT
Board Policy Manual

453.3 - Rule

COMMUNICABLE DISEASE CONTROL PROCEDURES

Educational and Preventative Measures

1. The building principal is responsible for designating an appropriate area for the health station. Supplies for reducing the risk of transmission of communicable diseases will be available in each building and in first aid kits. A list of communicable diseases as defined by the Department of Health Services will be included in the District Exposure Control Plan and in the Student Health Handbook.
2. The principal and the school nurse will serve as the District's liaison with students and staff, physicians, parents/guardians, public health officials and the community concerning communicable disease issues in the school.
3. Staff will follow infection control procedures as outlined in the Exposure Control Plan to prevent the spread of communicable disease. The District will provide information regarding the suppression and control of communicable disease to:
 - students as a regular part of the health education curriculum.
 - employees as an annual review of the Exposure Control Plan.
 - new employees as part of the orientation sessions.

Reporting and Confidentiality

1. Any person who knows or suspects that a student or staff member has a communicable disease shall report the information to the principal, except when prohibited by law. Parents/guardians are encouraged to inform school personnel when a child has a communicable disease to protect the safety of the child and others.
2. If required by public health laws and regulations, the principal or designee shall make a report to the public health officials within the reportable time frame. Suspected or known cases of AIDS or HIV infection shall be reported to the state epidemiologist.
3. Information concerning a student's or employee's communicable disease shall be kept confidential and shall not be disclosed except to the extent required or permitted by law. Patient health care records shall be released only upon the informed written consent of the employee or student, or parent/guardian of a minor student. Patient health care records, except HIV-related record information, may be released without informed consent to a school district employee or agent under legally specified conditions.

Disclosure of the results of a test for the presence of an antibody to HIV is prohibited unless authorized by written consent of the infected individual or the parent/guardian of a minor student, or by law. Disclosure of information regarding an HIV infected individual shall only be made to those persons listed on the written consent or those with a "direct need to know."

4. Patient health care records, including employee medical examination records, shall be kept separate from other student and employee records. Records pertaining to an HIV infected student shall be maintained in a secured confidential file kept in the school nursing office. Records pertaining to an HIV infected employee shall be maintained in a secured confidential file kept in the school nursing office.

Student Exclusion from School

1. The principal or designee may send home, for the purpose of diagnosis and treatment, any student suspected of having a communicable disease or any other disease or condition with the

potential to affect the health of other students or staff. A significant health risk to others shall be identified when a student's condition represents the following:

- infectious stage of a serious airborne transmitted communicable disease.
 - infectious stage of an oral/fecal communicable disease and the student is unable to hygienically manage bowel and bladder functions.
 - disease that may be transmitted by blood or body fluids, and the student has open lesions or is at a developmental level or has behavior patterns that make it difficult to prevent spreading the underlying infection.
 - nuisance disease that may be transmitted through direct contact with others.
2. A student may not be excluded from school and school-related activities when the risk of transmission of a communicable disease is negligible in the school setting such as:
 - transmission can only occur through sexual or intimate contact.
 - transmission can be controlled through education of the student and staff, and/or provision of supplies to conduct preventive measures including universal precautions.
 3. The determination of exclusion from school and school-related activities shall be made by the principal or designee in consultation with the school nurse and/or public health officials. When such action is deemed necessary, the principal or designee shall proceed to notify the parent/guardian, another appropriate adult and/or a health care provider in accordance with established District procedures for handling student illness or injury.
 4. When a student is excluded from school, the principal or designee, in consultation with the school nurse and/or public health officials shall take the following actions, as applicable:
 - Refer students suspected of having a disability related to the health condition for an initial evaluation or reevaluation.
 - Decide whether curricular or program modifications, including alternative educational opportunities, will be arranged for the student.
 - Decide when a student may return to school and/or what documentation may be required from a health care practitioner to permit readmission.
 5. Decisions regarding the type of educational setting appropriate for students diagnosed with HIV infection shall be made on an individual basis. This decision shall be based on an objective assessment of the affected student's neurological development, physical condition and behavior. Students diagnosed with HIV infection will be allowed to attend school in their regular classroom setting unless they meet one of the specific reasons for exclusion. If it is decided that an HIV infected student endangers the health and safety of others the student may be placed in a more restricted setting. Any school personnel in contact with a student placed in such a setting shall be provided with adequate education and supplies to prevent a risk of exposure.
 6. Student Appeal Procedure for Exclusion: A parent/guardian or an adult student who disputes the decision to exclude a student from school attendance may appeal the decision by using the District non-discrimination complaint process. Information about that process shall be provided by the District Office. Students may be excluded from school throughout the appeal process, except as prohibited by law.

Employee Exclusion from Work

1. Employees may be excused from work and work related activities if they are suspected of having or diagnosed with a communicable disease that poses a significant health risk to others or that renders them unable to adequately perform their duties. Staff shall be excused from work in a manner consistent with Board policy and established procedures.
2. The determination of exclusion from work shall be made by the District Administrator or designee in

consultation with the school nurse, and when appropriate, with the District medical advisor and/or public health officials. Before making a determination, the District Administrator shall do the following:

- Inform the staff member of the reason for the contemplated action.
 - Consider any information the staff member may choose to offer regarding his/her condition.
 - Consider whether a reasonable accommodation could eliminate the health risk to the staff member or others and/or permit adequate performance.
 - Consult with the school nurse to determine whether and under what circumstances a staff member's communicable disease poses a significant health risk to others in the school environment or makes adequate performance not possible.
 - If there is a reasonable cause to believe that a staff member has a communicable disease that could be detrimental to the health of self or others in the school environment, a medical examination of the staff member may be required to obtain a physician's statement at District expense. A second physician's opinion may be required if necessary.
 - A staff member diagnosed as being HIV infected shall be allowed to continue in their positions provided their performance and ability meets District standards and they do not present a health threat to themselves or others.
3. The District Administrator shall provide written notice to any staff member excused from work as a result of this procedure. A staff member who is excused may utilize any applicable alternative employment opportunities provided by existing Board policies.
 4. A staff member whose employment is terminated because of a communicable disease may receive benefits as are provided by existing Board policies and District procedures.
 5. Staff Appeal Procedure for Exclusion: Staff excluded from work may appeal the decision in accordance with the grievance procedure in the classified employee handbook and/or the District's non-discrimination complaint procedure. A staff member may be excluded from work during all appeals except to the extent prohibited by law.

Further Protection of Employees and Students with HIV Infections

1. The District will not require a test for the presence of HIV antibody as a condition of employment. If a staff member obtains an HIV antibody test the terms, conditions, or privileges of employment shall not be affected.
2. If an employee, adult student or parent/guardian of a minor student inform the District Administrator or building principal that they have an HIV infection and may be at risk of suffering severe complications when other diseases are present in the school environment, the following steps shall be taken:
 - a) Upon request, the District Administrator or principal will notify the employee, adult student or parent/guardian of a minor student when such communicable diseases are reported or present in the school.
 - b) Upon request, an employee who may be exposed to a significant health risk because of specific duties may be temporarily excused from the performance of these regular duties until such time as the risk has abated as certified by a licensed physician. At the discretion of the District Administrator, the employee may be reassigned to other duties to the extent permitted by Board policies and procedures. An employee not reassigned may utilize any applicable alternative employment opportunities provided under Board policies.
 - c) Adult students or parents/guardians of minor students may petition the District Administrator for permission to be temporarily excused from school attendance until such time as the risk has

abated as certified by a licensed physician. Arrangements for curriculum or program modifications shall be made in a manner consistent with procedures applicable to students with communicable diseases.

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