

## COMMUNICABLE DISEASES

JHCC

In an effort to establish and maintain appropriate health standards pursuant to federal, state and local laws/regulations, and in an effort to maintain a safe and healthful school environment for students and staff, the School District of Neillsville has established the following guidelines relative to communicable disease:

1. The district will ensure that all students and staff have obtained required examinations/inoculations, unless waivers have been received.
2. Decisions will be based on the current edition of Control of Communicable Diseases in Man (American Public Health Assn.).
3. The school health official shall function as the district's liaison with students, staff, parents, physicians, public health officials, and the community at large concerning communicable disease issues in the school.
4. Any person who knows or suspects that a student or staff member has a communicable disease shall report the facts to the health care provider, or in his/her absence, the principal.
5. If required pursuant to public health statutes and regulations, the health care provider shall report the disease to public health officials.
6. The district will maintain the confidentiality of the health records of students and staff, and will not disclose any such records except to the extent required or permitted by law and essential to the safe conduct of the district's operation.
7. Exclusion from School:
  - A. Students
    1. Students who are suspected of having a communicable disease that could be detrimental to the health of self or others in the school environment may be sent home and shall be excused from school attendance until their presence no longer poses a threat to the health of themselves or others.
    2. The determination as to whether and under what circumstances a student may be sent home and excused from school attendance shall be made by the school health official, in consultation with the principal and, where appropriate, with local public health officials.
    3. For students with previously identified exceptional educational needs or whose communicable disease may give rise to exceptional needs, a determination will be made by the school health official, in consultation with the district's director of special education and the principal. Consultation with the student's physician, the parent(s)/guardian(s), and the local public health officials may be obtained.

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4. Alternative educational opportunities will be arranged for students who must be excused from school attendance for a significant period of time.
5. Appeals: Refer to School Policy AC Non-Discrimination

B. Staff

1. If there is reason 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, the district reserves the right, in consultation with the health office and in accord with existing board policies and/or employee handbook provisions, to require a medical examination of the staff member at district expense and a physician's statement indicating whether the staff member is in suitable condition to continue working.
2. Staff who are diagnosed as having a communicable disease 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.
3. The determination as to 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 impossible shall be made by the school health official, in consultation with the administrator and, where appropriate, with local public health officials.

HIV INFECTION/AIDS

A. General

1. In addition to maintaining normal confidentiality regarding health records of students and staff, the district will not disclose the results of a test for the presence of an antibody to HIV except as expressly authorized by the test subject or by law.
2. Except as authorized by the affected staff member or student and/or the student's parent(s)/guardian(s), knowledge that a student or staff member is HIV infected will be disclosed only to those persons with a direct need to know.
3. Health records of students and staff concerning HIV infections will be kept separate from the remainder of the affected individual's records and will be disclosed only to the extent required or permitted by law.

B. Students

1. As a general rule, students suspected of or diagnosed as being HIV infected will be allowed to attend school in their regular classroom setting and should be considered eligible for all rights, privileges, and services provided by law and district policy.

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2. Decisions regarding the type of educational setting appropriate for suspected or diagnosed HIV infected students will be made on an individual basis and will be based, whenever possible, on an objective assessment by the health office, principal and/or administrator, and consultation with local public health officials. Consideration will be given to neurological development, and the physical condition of each affected student and of the student's expected type of interaction with others in that setting.
3. If it is determined that an HIV-infected student endangers the health of students or staff or poses a risk of significantly exposing students or staff to HIV - for example, if the student lacks toilet training, has open sores that cannot be covered, or demonstrates behavior such as biting that could result in direct inoculation of potentially infected body fluids into the bloodstream of another - the student may be placed in a more restricted setting. If homebound instruction is necessary, the homebound tutor will be advised regarding the standard procedures to be followed to prevent transmission of communicable diseases through exchange of body fluids.
4. HIV-infected students are immunodeficient and their health may therefore be threatened when other communicable diseases are present in the school environment. For each student known to be HIV infected, the school health official serving the school will notify the student and/or the student's parent(s)/guardian(s) when communicable diseases occur in the school. Upon the recommendation of the school health official, students who may be exposed to a significant health risk because of their own immunodeficiencies may be excused from school attendance, until such time as the risk has abated.

C. Staff

1. The district will not solicit or require a test for the presence of an antibody to HIV as condition of employment and will not affect the terms, conditions, or privileges of employment of any staff member because the staff member obtained such a test.
2. HIV-infected staff are immunodeficient and their health may therefore be threatened when other communicable diseases are present in the school environment. The school health official will notify each staff member known to be HIV infected when such communicable diseases occur in the school. Upon recommendation of the school health official, staff who may be exposed to a significant health risk may be excused from performance of their regular duties until such time as the risk has abated. During this period, at the discretion of the district, staff so excused may be reassigned to other duties to the extent permitted by board policies and/or employee handbook provisions. Staff not reassigned may utilize any applicable alternative employment opportunities provided under board policies and/or employee handbook provisions.

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