

1 Joint School District No. 2, Meridian

2
3 AUXILIARY SERVICES

4
5 Series 700

6
7 Policy Title Communicable Diseases

Code No. 703.20

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10 Joint School District No. 2 shall strive to protect the safety and health of our students, as
11 well as their families, our employees, and the general public. The district recognizes that
12 communicable diseases which may affect students and staff range from common
13 childhood diseases, acute and short-term in nature, to diseases which may cause a
14 serious public health crisis, such as pandemic flu. The school district shall rely on the
15 advice of the public health and medical communities in assessing the risk of
16 transmission of various communicable diseases to determine how best to protect the
17 health of students, staff and the community.

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19 The Board of Trustees has the power to exclude students and/or employees who exhibit
20 symptoms of a communicable disease which is readily transmitted in the school setting.
21 Students who complain of illness at school may be referred to the school nurse or other
22 person designated by the building principal and may be sent home as soon as the
23 parent or person designated on the student's emergency medical authorization form has
24 been notified. In the event of public health emergency, the district will have procedures
25 to identify, isolate and transport students who are potentially contagious. The district
26 reserves the right to require a statement from the student's primary care provider
27 authorizing the student's return to school.

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29 In all proceedings related to this policy, the district shall respect the students' right to
30 privacy. When information is received that a student may have a serious communicable
31 disease, the school nurse or other designated person shall be promptly notified to
32 determine appropriate measures to protect student and staff health and safety.

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34 An employee with a communicable disease capable of being readily transmitted in the
35 school setting (e.g., airborne transmission of tuberculosis) shall be encouraged to report
36 the existence of the illness in case there are precautions that must be taken to protect
37 the health of others. In addition, an employee infected with a serious disease shall not
38 report to work during the period of time in which he/she is contagious to others in the
39 school setting. The district reserves the right to require a statement from the employee's
40 primary care provider prior to the employee's return to work.

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42 It is improper for any employee who has knowledge or reasonable grounds to suspect
43 that he/she is infected with a communicable disease to willfully expose or infect another
44 with such a disease or to knowingly perform an act or engage in conduct which exposes
45 or infects another person with such a disease. In all proceedings related to this policy,
46 the district shall respect the employee's right to privacy.

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48 Blood Borne Infections

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50 Blood borne infections such as HIV/AIDS, Hepatitis B and Hepatitis C are not readily
51 transmissible in the school setting and do not pose a risk through casual contact. The

52 school district will follow current guidelines issued by the Centers for Disease Control
53 (CDC) for blood borne pathogens in the schools. Irrespective of disease presence,
54 routine procedures shall be posted and used. Adequate facilities and supplies will be
55 available for handling of blood or body fluids with in the school setting or school buses.
56 All school personnel will be trained in the procedures for handling blood and body fluids.
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58 Every employee has a duty to treat as highly confidential any knowledge or speculation
59 concerning the HIV status of a student or staff member. Violation of medical privacy is
60 cause for disciplinary action. No information regarding a person's HIV status will be
61 divulged to any individual or organization without the informed written authorization of
62 the employee or the parent/guardian of a legal minor. Any student or employee infected
63 with HIV generally will become identified to the school district only when the district
64 receives direct information from the student, student's parent/guardian, or employee
65 about his or her medical condition
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67 An unrestricted setting is generally appropriate for infected students. In the event the
68 infected student has a secondary infection which constitutes a recognized risk of
69 transmission in the school setting, the counselor, administrator, nurse and parent shall
70 agree on an appropriate placement. Confidentiality shall be strictly maintained regarding
71 diagnosis with only required medical information shared. If the student is determined to
72 be handicapped, an appropriate placement will be made pursuant to the Individuals with
73 Disabilities Act (IDEA) in the least restrictive environment. Since there is a potential for
74 social isolation should an infected student's condition become known to the general
75 public, school personnel and all others involved in educating the student will respect the
76 student's right to privacy and need for confidentiality. The privacy of an infected
77 student's school records will be strictly maintained and there will be a concerted effort to
78 limit the number of persons who are made aware of the student's condition to those
79 persons necessary to assure the proper education of the student and to detect and avoid
80 situations where the potential for transmission of the disease may increase. Any further
81 dissemination of medical records or information shall require the specific consent of a
82 parent and/or guardian or the student (if over the age of majority). The team shall
83 periodically review the infected student's case to determine whether a modification of the
84 student's education program is necessary or advisable. The team shall address ways
85 within which the school may help anticipate and meet the needs of the infected student
86 in the educational process.
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88 An infected employee who is otherwise qualified to perform required tasks will continue
89 with employment as long as he or she is able. In the event the infected employee has a
90 secondary infection which constitutes a recognized risk of transmission in the school
91 setting, the principal/supervisor and nursing coordinator shall attempt to identify
92 reasonable accommodations which the school district can make in an effort to allow the
93 employee to continue with his or her employment. All usual regulations and policies
94 regarding employee sick leave will be applied to the infected employee. The privacy right
95 of the employee will be strictly maintained. Any further dissemination of medical records
96 and information shall require the specific consent of the employee.
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98 In the event it is determined that an individually tailored plan is necessary for any student
99 or employee who is diagnosed with a communicable disease, the plan shall be designed
100 to have minimal impact on the infected person's education or employment. Any official
101 action will be consistent with applicable federal and state law.
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103 Date of Revision:
104 01/22/2008

Legal Reference: Code of Idaho
33-512, 33-1202