

AIDS/HIV REQUIREMENTS

Board Policy

The Board of Trustees of Shelley Joint School District No. 60 requires that employees or students having been diagnosed as having AIDS or an HIV infection will be held in confidence and will not be disclosed except as otherwise provided in this policy. The employee or student will be carefully screened on a case-by-case basis for determination of appropriate action consistent with Idaho Law and Section 504 of the Rehabilitation Act of 1973. The focus of this policy is the protection of the uninfected public while respecting the constitutional rights and health of infected persons.

The following definitions apply to this policy:

1. Infected Employee - Any employee or student having tested positive for the HIV antibodies whether asymptomatic, having an HIV-related disease, or AIDS.
2. HIV - Human Immunodeficiency Virus
3. Asymptomatic HIV Infection - Any person having tested positive with the virus but showing no symptoms of the disease.
4. HIV-Related Diseases - An HIV infected person developing the clinical signs of HIV.
5. AIDS - Acquired Immune Deficiency Syndrome - A specific group of diseases or conditions, which are indicative of severe immunosuppression, related to infection with HIV. People who are HIV positive and have one or more diseases that indicate the onset of AIDS or have a CD4 + T cell count below 200, or both.

Suggested Implementation Guidelines

The following guidelines are imposed for administration of this policy:

1. Any infected employee or student must disclose such condition when they become aware of it to the Superintendent of Schools.
2. All information regarding an infected person's condition shall be treated by all persons as highly confidential. No information shall be divulged directly or indirectly to any individuals or groups except to those persons as provided for in this policy. Any information obtained regarding the medical condition of any employee shall be collected and maintained on separate forms and in separate medical files and treated as confidential medical records. To further protect confidentiality, names will not be used in documents except when this is essential. The information

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that an employee or student is infected may be disclosed to individuals with a legitimate need to know and may include the following individuals:

- a. School nurse as provided by the District VI Health Services Agreement
- b. Consulting physician for School District
- c. Building Principal(s) where person is employed or a student
- d. Appropriate individuals as determined by the Superintendent, if the knowledge of such information is necessary to protect the health or safety of other persons or the infected employee or student.
- e. Board of Trustee Members

All persons to whom such information is disclosed shall be advised by the disclosure that further communication of such information is not permitted and violation of such provision of this policy may be grounds for discharge from employment.

3. The determination of whether an infected employee or student is excluded from school and school activities shall be made on a case-by-case basis by a team composed of public health personnel, the person's physician, the employee's immediate supervisor, or the student's school principal, the School District Superintendent and the Board of Trustees. In making this determination, the team shall consider:
 - a. The behavior, neurological development, and physical condition of the employee or student;
 - b. The expected type of interaction with others in the school setting;
 - c. The impact on both the infected employee or student and others in that setting.
4. The school district will not discriminate against anyone who has an HIV infection during the hiring, evaluation, promotion, work assignment, or termination processes, solely by reason of his/her infection.
5. The school district will not conduct routine HIV antibody testing of employees or students. No school district employee or student will be tested for HIV without consent unless otherwise required by Idaho law.
6. As a general rule, no work restriction will be placed on an HIV-infected employee or student unless the person has contracted, or is in danger of contracting a secondary disease. Any work restriction requested by, or imposed on, an employee or student as a consequence of his or her HIV status must be initiated or approved by the district's physician, the student's school principal or employee's supervisor, and the school district superintendent.

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7. An employee who violates any portion of this policy, or who refuses to work with another employee or student, who has the HIV infection, may be disciplined. Such disciplinary action may include suspension without pay or dismissal.
8. If the employment of an infected school employee is discontinued said school employee shall be entitled to use any available sick leave. As a medical condition, all regulations and policies regarding sick leave will be applied.
9. If an employee knows the identity of an infected individual in the school district, be it student, employee or community member, such information will be reported only to the Superintendent of Schools.
10. The following are some precautions necessary for infection control:
 - a. School district employees and volunteers must take all reasonable precautions to avoid direct contact with blood, blood products, or other bodily fluids. All blood, semen, vaginal fluids, menstrual discharge, saliva, urine, nasal drainage, vomitus, feces and breast milk, should be treated as potentially infective.
 - b. Training about techniques preventing the spread of infectious disease must be comprehensive and must be provided by the school district for all staff members. Such training will include a demonstration of safe procedures and an opportunity for hands-on experience to demonstrate proficiency. The Centers for Disease Control and Prevention provides guidance for the prevention of transmission of HIV, and other bloodborne pathogens in health care settings.
 - c. The school district has provided each classroom a supply of latex gloves and disinfecting solution.
11. Whenever school district employees or volunteers are required to handle an ill or injured person, these procedures must be followed to minimize direct contact with blood or bodily fluids:
 - a. Appropriate barrier precautions will be used when contact with blood or other body fluid is anticipated. Latex gloves will be worn whenever blood and body fluids, mucus membranes, or non-intact skin must be touched. Gloves will also be worn for handling items or surfaces soiled with blood or body fluids. Gloves must be changed whenever a new person is handled.

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- b. Hand and other skin surfaces will be washed with soap and water immediately and thoroughly whenever contaminated with blood or other body fluids.
- c. Extra precautions will be taken to prevent injuries caused by needles or other sharp instruments or devices while using, cleaning, or disposing of these sharp objects.
- d. Soiled clothing, uniforms, and linen will be handled as little as possible to prevent microbial contamination of air and other persons. Contaminated clothing and cloth materials will be washed separately using hot water and detergent. Dry cleaning will also inactivate known pathogens.
- e. Surfaces that are contaminated with blood will be decontaminated with a 1:10 chlorine bleach solution, a 70 per cent alcohol, or a 3 per cent hydrogen peroxide solution. Care should be taken to avoid contaminating the solution or the container of the solution. Sufficient contact time (3-5 minutes) should be allowed to ensure surfaces are adequately disinfected.
- f. Furniture or other school property that is exposed to human bodily fluids must be cleaned with a solution of 1 1/2 cups chlorine bleach to 1 gallon water.

12. Questions should be addressed to the Superintendent of Schools.

Revised: April 27, 2000