



SECTION: 328

TITLE: COMMUNICABLE DISEASE PREVENTION

# NESHAMINY SCHOOL DISTRICT

1	<b>I. PURPOSE</b>	The Board is committed to providing a safe, healthy environment for its	1
2		students and employees. The purpose of this policy shall be to safeguard the	2
3		health and well-being of students and employees while protecting the rights	3
4		of the individual.	4
5			5
6	<b>II. DEFINITIONS</b>	<b>Communicable Disease</b> – is an illness which is capable of being spread to a	6
7		susceptible host through the direct or indirect transmission of an infectious	7
8		agent or its toxic products by an infected person, animal arthropod, or	8
9	<b>PA School Code</b>	through the inanimate environment.	9
10	<b>Title 28, Sec. 27.1</b>	<b>Body Fluids</b> – include blood, vomitus, saliva, wound drainage, feces, and	10
11		other bodily secretions.	11
12		<b>Universal Precautions</b> – refers to all steps necessary to protect oneself from	12
13		contact with infected bodily fluids and in all contact with others whether	13
14		or not infectious process is known or evident.	14
15		<b>CDC</b> – United States Public Health Service Centers for Disease Control and	15
16		Prevention.	16
17		<b>Infected individuals</b> – refers to employees diagnosed as having a known	17
18		communicable infectious process including those who are asymptomatic.	18
19			19
20	<b>III. AUTHORITY</b>	This policy shall apply to all employees in all programs conducted by the	20
21		school district.	21
22		The Board directs that the established school rules that relate to illnesses and	22
23		other diseases among employees shall also apply to infected employees.	23
24			24
25	<b>IV.</b>	The Superintendent or designee shall be responsible as the central contact for	25
26	<b>DELEGATION OF</b>	handling and releasing all information concerning communicable disease in	26
27	<b>RESPONSIBILITIES</b>	the schools. All District employees shall strive to maintain a respectful school	27
28		climate and to prohibit physical or verbal harassment of any individual or	28
29		group, including infected employees. All employees shall be required to	29
30		consistently follow infection control/universal precautions in all settings and	30
31		at all times, including playgrounds and school buses. Employees shall notify	31
32		the building principal of all incidents of exposure to bodily fluids and when an	32
33		employee’s health condition or behavior presents a reasonable risk of	33
34		transmitting an infection. On an annual basis, building administrators shall	34
35		notify students, parents, and District employees about current Board Policies	35

1		<b>POLICY 328 (continued)</b>	1
2		concerning communicable disease and shall provide reasonable opportunities	2
3		to discuss such policies and concerns.	3
4			4
5		The Superintendent or a designee shall report periodically to the Board	5
6		regarding the effectiveness of this policy and shall make recommendations for	6
7		revision in accordance with developments in medical research and treatments.	7
8			8
9	<b>V. GUIDELINES</b>	<b><u>ATTENDANCE</u></b>	9
10	<b>SC 1302</b>	Infected employees have the same right to continue working in	10
11		accordance with the rules of the American with Disabilities Act as long as	11
12		their employment does not pose a risk to the school community. Infected	12
13		employees shall be subject to the same policies and rules as other employees.	13
14		First consideration must be given to maintaining the health and safety of all	14
15		students and employees.	15
16			16
17	<b>SC 1329, 1330</b>	An infected employee may be excused from their work duties and placed	17
18		on sick leave based on the advice of medical and/or psychological experts	18
19		treating the employee.	19
20			20
21		Employees who have been diagnosed by a physician or are suspected by	21
22		the school nurse of having a communicable condition shall be excluded from	22
23		work for the period indicated by Health Department regulations.	23
24			24
25	<b>ACT 148 of 1990</b>	<b><u>CONFIDENTIALITY</u></b>	25
26		The Superintendent or designee shall determine which school personnel will	26
27		receive information about an infected employee. The number of individuals	27
28		informed of an infected employee's status shall be kept to the minimum	28
29		required to assure proper care and supervision of the infected individual as	29
30		well as to protect the school population. Anonymity shall have high priority.	30
31		All District employees who have knowledge of an employee's health status	31
32		have a duty to preserve the confidentiality of all information. Information	32
33		about infected individuals in the school setting shall not be disclosed to	33
34		anyone beyond those with a need to know without a court order or the	34
35		informed, written, signed and dated consent of the infected individual or	35
36		his/her legal representative.	36
37			37
38	<b>SC 1409</b>	All health records, notes and other documents referring to an employee's	38
39	<b>Title 28, Sec .27.2</b>	health status shall be secured and kept confidential.	39
40			40
41		<b><u>INFECTION CONTROL</u></b>	41
42		Universal precautions, as recommended by the CDC, shall be followed for	42
43		exposure to bodily fluids.	43
44		Employees shall treat all bodily fluids as hazardous and follow universal	44
45		precautions.	45
46			46
47	<b>OSHA</b>	The school district shall maintain and keep reasonably accessible all	47
48	<b>Guidelines</b>	equipment and supplies necessary for infection control.	48
49			49

1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26  
27  
28  
29  
30  
31  
32  
33  
34  
35  
36  
37  
38  
39  
40  
41  
42  
43  
44  
45  
46  
47  
48

**POLICY 328 (continued)**

**STAFF DEVELOPMENT**

When scheduled by the Board of School Directors or the Superintendent, district employees shall participate in Communicable Disease education programs that:

- convey factual and current information.
- provide guidance on infection control procedures.
- inform about current law and district policies concerning Communicable Diseases.
- assist staff to maintain productive parent and community relations.

Designated district employees may receive additional, specialized training appropriate to their positions and responsibilities.

JR/CC/sab

Approved: 11/2010

1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26  
27  
28  
29  
30  
31  
32  
33  
34  
35  
36  
37  
38  
39  
40  
41  
42  
43  
44  
45  
46  
47  
48