



SECTION: 429

TITLE: ATTENDANCE OF AIDS AFFECTED EMPLOYEES

NESHAMINY SCHOOL DISTRICT

1	I. PURPOSE	The Board of School Directors is committed to the provision of a healthful environment for its employees and students. This policy is intended to safeguard the health and well being of all employees and, concurrently, to protect the rights of the individual.	1
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6	II. AUTHORIZATION	The Board authorizes the Superintendent to prepare the necessary administrative procedures based upon information received from appropriate medical, educational, legal, and governmental authorities.	6
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10	III. PROCEDURES	For employees infected with, or suspected of having AIDS (Acquired Immune Deficiency Syndrome), or ARC (Aids Related Complex), a recommendation for their continued employment or a leave of absence from the School District shall be made by the employee, the employee's physician, the school physician, and the Superintendent or his/her designee. In making the decision, the team shall consider:	10
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16		<ul style="list-style-type: none">• The physical condition of the employee.	16
17		<ul style="list-style-type: none">• The type of interaction with others in the school setting.	17
18		<ul style="list-style-type: none">• The nature and severity of the risks to both the infected employee and others in the school setting including the probabilities the disease will be transmitted and will cause harm to others.	18
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21		<ul style="list-style-type: none">• Any reasonable accommodation which would permit continued employment on the part of the infected employee.	21
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23		The recommendation of the team will be presented to the Board of School Directors by the Superintendent.	23
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25		<ul style="list-style-type: none">• If consensus is not reached by the District team, the case shall be referred to a medical panel of three physicians (two of whom should be involved in the treatment of AIDS and ARC). The medical panel shall be convened at the Superintendent and shall review all matters related to the case.	25
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29		<ul style="list-style-type: none">• Upon completion of this review, the medical panel shall make a recommendation on continued employment to the Superintendent or his/her designee. The Superintendent will present the recommendation to the Board of School Directors.	29
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33		<ul style="list-style-type: none">• The Superintendent will determine which school staff, if any, will share information about the infected individual and be involved on a need-to-know basis. These persons will be required to preserve the confidentiality of information regarding the patient. Records will be kept confidential.	33
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POLICY 429 (con't)

- Information about individuals infected with AIDS or ARC in the school setting shall not be disclosed to the general public, other school employees, or other groups associated with the school. The Superintendent/designee will be the contact person with the public and media.
- These procedures will be reviewed on a regular basis to take into account any new medical information that becomes available from the United States Health Services for Disease Control in Atlanta, the Department of Health, or other appropriate agency.

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