



SECTION:

329

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	1
2		environment for its employees and students. This policy is intended to	2
3		safeguard the health and well being of all employees and, concurrently, to	3
4		protect the rights of the individual.	4
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6	II.	The Board authorizes the Superintendent to prepare the necessary	6
7	AUTHORIZATION	administrative procedures based upon information received from	7
8		appropriate medical, educational, legal, and governmental authorities.	8
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10	III.	For employees infected with, or suspected of having AIDS (Acquired Immune	10
11	PROCEDURES	Deficiency Syndrome), or ARC (Aids Related Complex), a recommendation	11
12		for their continued employment or a leave of absence from the School District	12
13		shall be made by the employee, the employee's physician, the school	13
14		physician, and the Superintendent or his/her designee. In making the	14
15		decision, the team shall consider:	15
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	18
19		others in the school setting including the probabilities the disease will be	19
20		transmitted and will cause harm to others.	20
21		<ul style="list-style-type: none">• Any reasonable accommodation which would permit continued	21
22		employment on the part of the infected employee.	22
23		The recommendation of the team will be presented to the Board of School	23
24		Directors by the Superintendent.	24
25		<ul style="list-style-type: none">• If consensus is not reached by the District team, the case shall be referred	25
26		to a medical panel of three physicians (two of whom should be involved in	26
27		the treatment of AIDS and ARC). The medical panel shall be convened by	27
28		the Superintendent and shall review all matters related to the case.	28
29		<ul style="list-style-type: none">• Upon completion of this review, the medical panel shall make a	29
30		recommendation on continued employment to the Superintendent or	30
31		his/her designee. The Superintendent will present the recommendation	31
32		to the Board of School Directors.	32
33		<ul style="list-style-type: none">• The Superintendent will determine which school staff, if any, will share	33
34		information about the infected individual and be involved on a need-to-	34
35		know basis. These persons will be required to preserve the confidentiality	35
36		of information regarding the patient. Records will be kept confidential.	36

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POLICY 329 (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.

Approved: 5/27/86

Revised: 7/26/88

Reviewed: 3/7/03

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