

## **Staff Health**

The school board reserves the right to require a medical examination in the event a medical condition adversely affects an employee's job performance. If the results of the examination confirm an adverse medical condition, appropriate administrative action will be taken. Such action will be based upon the nature of the impairment and the nature of the employee's assignment.

Any employee with a chronic communicable disease may be reassigned to a position that limits student/employee contact or may be placed on medical leave if medical judgements substantiate that such employee poses a significant health threat to students and/or other employees. The school board reserves the right to terminate an employee who is unable to return to work at the conclusion of the medical leave period.

A chronic communicable disease will be defined as a persistent or recurring infection that may be transmitted to a susceptible person by contact with an infected individual. This policy does not apply to acute infectious diseases of childhood such as measles, mumps, and chicken pox. A few diseases it does include are AIDS and hepatitis B. The National Center for Disease Control will be the definitive authority on the identification and transmission of chronic communicable diseases.

AIDS (Acquired Immune Deficiency Syndrome HTLV III Viral Infections)

For the purposes of the guidelines set forth in this policy, the term "infected individual" refers to "infected employees". This term is defined as those persons who have been diagnosed as having AIDS or ARC (AIDS Related Complex) and to persons who are asymptomatic carriers who have a virologic or serologic evidence of infection.

The determination of whether an employee shall be permitted to work and participate in school activities with other employees and/or students shall be recommended by an evaluation team on a case by case basis of the school board. The school board shall consider the evaluation team's recommendation and make a final nonprecedential determination. The evaluation team shall be composed of public health personnel, the employee's physician, the employee, school district legal counsel, and appropriate school personnel as determined by the school board. In making this recommendation, the team shall consider in each case the following:

- The behavior, neurological development, and physical condition of the employee.
- The expected type of interaction with others in the school setting.
- The risks and benefits to both the individual and others in the school setting.

The superintendent will be responsible for assuring that procedural safeguards are used when determining the employment status of employees with chronic communicable diseases.

**Legal source:** Idaho Code 33-1202 "Eligibility for certificate."

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