

### **Procedures Related to Hepatitis B and AIDS or HTLV-III**

It is the intent of the Board to protect the general public from the spread of communicable diseases while returning the employee to his/her regular assignment in the least restrictive environment. The following procedures will be reviewed on an annual basis.

For purposes of policy implementation, communicable disease shall be divided into two categories;

1. Those diseases outlined in the Oregon Department of Education's 1996 publication "Health Services for the School Community." These are listed and described on pages 25 through 32.

Procedures for dealing with these communicable diseases will be the same as in the past as outlined in the publication.

2. Hepatitis B and Acquired Immunodeficiency Syndrome (AIDS) or Human T-Lymphotropic Virus-III (HTLV-III) infection.

Hepatitis B and AIDS are serious illnesses which are spread from one person to another primarily by sexual contact, and in certain circumstances, by blood contact. Hepatitis B virus infections are much more common in Oregon school children than AIDS virus infections. The risk of spread of either disease in the school setting is extremely low. Since the basic measures to reduce this low risk even further are similar for the two diseases, the guidelines for both are presented together.

All rules and regulations of the state of Oregon and Hood River County Health Department will be followed.

#### **Employees**

1. When any school administrator has reasonable suspicion to believe an employee is afflicted with Hepatitis B, AIDS, or HTLV-III (hereby referred to as the diseases), the employee will be immediately suspended with pay and the occurrence reported to the superintendent and the Hood River County Health Department by the most direct means available. The employee will not be permitted to be in any school facility until permission has been received from the superintendent.
2. Any employee who contracts the diseases shall report the same to his/her administrator or the superintendent immediately. If the disease is contracted as a result of employment, the district will provide services for evaluation of the employee.
3. If the employee intends to continue in the employment of the district, he/she shall notify the district, in writing, within 10 working days from his/her suspension of his/her intent to return to work. The superintendent shall convene a planning team which shall evaluate the medical and psychological

condition of the employee. The team will recommend reasonable accommodations, which will include, but not be limited to, an infection control plan so that the employee may continue in the employment of the district.

The planning team shall consist of:

- a. The employee;
  - b. The employee's personal physician;
  - c. The employee's representative;
  - d. The county nurse assigned to the school;
  - e. A representative from Hood River County Health Department;
  - f. The employee's immediate supervisor;
  - g. A physician selected by the superintendent;
  - h. The school district's attorney, if desired by the superintendent; and
  - i. The superintendent or his designee.
4. The diseases and their related conditions will be treated as any other medical condition with respect to employee benefits provided by the district.
  5. The superintendent and staff shall make an effort to ensure that there is no release of information regarding persons with the diseases which violate Oregon statutes or district policy concerning confidentiality of personnel records.