

# Monument School District 8

Code: GBEB  
Adopted: 1/11/07  
Orig. Code: GBEB

## Communicable Disease/Staff Illness

Employees are required to report any communicable disease to the appropriate supervisor. Any such disease may require the employee to utilize sick leave until no longer contagious. The Board reserves the right to require a physician's statement prior to the employee's return to duty.

### Acquired Immune Deficiency Syndrome (AIDS)

The Board has the responsibility to safeguard the health of all students and employees of the district as well as to respect their right to confidentiality to the extent that the right to confidentiality does not interfere with the need to prevent an individual from placing others at risk. The Board, after consultation with a medical team and the County Health Department, will develop a plan for the management of individuals with AIDS or ARC in the school setting.

The terms "infected school employee," and "infected individual" are used to apply both to persons who have been diagnosed as having AIDS or ARC and to persons who are asymptomatic carriers, i.e., those who have been infected by the HIV virus and are capable of transmitting it but who have not developed any of the symptoms of AIDS.

Decisions about continued employment of school employees with AIDS or ARC should be made by the School Board after receiving recommendations from appropriate Health Department personnel and private physicians concerning the illness.

AIDS and ARC are illnesses, therefore, an employee afflicted with AIDS or ARC has available any and all illness leaves and other benefits available if afflicted with any other disease.

This policy is based on current evidence that the HIV virus is generally not transmissible by students or school employees within the school setting, and the assumption that the County Health Department will assist in monitoring and status of any person diagnosed with AIDS or ARC within the school setting, and take steps to eliminate the possibility of transmission if the person becomes contagious or if new evidence about transmission becomes available.

END OF POLICY

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**Legal Reference(s):**

[ORS 431.150 to -431.157](#)

[ORS 433.001 to -433.526](#)

[OAR 333-018](#)

[OAR 333-019-0010](#)

[OAR 333-019-0014](#)

[OAR 437-002-0360](#)

[OAR 437-002-0377](#)

[OAR 581-022-2220](#)

OREGON DEPARTMENT OF EDUCATION and OREGON HEALTH AUTHORITY, *Communicable Disease Guidance* (2017).  
Family Educational Rights and Privacy Act of 1974, 20 U.S.C. § 1232g (2017); Family Educational Rights and Privacy, 34  
C.F.R. Part 99 (2017).