

Staff - HIV, AIDS and HBV - Evaluation Team

Evaluation team procedures for employees who are infected with HIV, AIDS or HBV include but will not be limited to the following:

1. If the staff member reports his/her condition to the district, strict adherence to written guidelines outlined by the staff member shall be followed;
2. When informed of the infection, and with written permission from the staff member, an evaluation team will be formed;
3. The evaluation team will review the employee's assignment to determine if such assignment may create a health risk for other persons. The team members may include:
 - a. Employee;
 - b. Employee's physician;
 - c. Employee's supervisor;
 - d. Medically trained professional;
 - e. Representative(s) of the district office;
 - f. Public health agency representative;
 - g. Any other professional person the employee chooses to participate;
 - h. An association representative selected by the association if requested by the unit member.

Factors that the team should review include, but will not be limited to, assignments that include application of first aid, food handling, assignments that include personal hygiene care or any other factors that could transmit blood or body fluids from one person to another. Periodic review of the employee's medical condition should be scheduled and the frequency of the said review should be determined by the team.

The team will make its recommendations to the superintendent.

1. If reassignment of the employee is believed to be advisable by the superintendent, any action taken will follow review and consideration of policies, regulations and practices that govern such reassignments for medical reasons, including the use of appropriate sick leaves and disability leaves.
2. The employee's right to privacy and the confidentiality of medical records will be preserved in accordance with law.
3. These guidelines will be revised to be in conformance with new medical information and guidelines published by county and state health departments as necessary. Such publications should be the basis for annual in-service training provided for employees.