

## **EMPLOYEES INFECTED WITH AIDS**

## **DBG**

### **PERSONNEL**

North Summit School District's Board of Education recognizes its obligation as an employer to provide not only an objectively safe environment for all employees and the public at large, but also an environment where employees and students do not have fears for their health and safety.

Staff members diagnosed as having HIV, ARC, or AIDS, (including clinical evidence of infection with the AIDS-associated virus (HIV) shall be placed on sick leave provided by the district until the conditions of policy DBG have been complied with. However, if an employee so diagnosed evidences any of the following conditions, the Superintendent of schools may convene an Evaluation Committee for the purpose of making recommendations on the most appropriate work assignment for the employee:

Manifestation of clinical signs and/or symptoms, which indicate progression of illness from COVERT (HIV infection only) to OVERT status to DISABILITY (AIDS or Acquired Immune deficiency Syndrome) or from DISABILITY to DEBILITATION (Late stage disease).

Demonstration of risky or harmful behavior to self or others.

Unstable or decompensate neuropsychological behavior.

Presence of open wounds, cuts, lacerations, abrasions, or sores on exposed body surfaces where occlusion cannot be maintained.

Impairment of gastro-intestinal and/or genitor-urinary function such that control of internal body fluids cannot be maintained.

### **EVALUATION COMMITTEE RESPONSIBILITIES**

Review employee's medical history and current status.

Review available social data, prior school assignment, employment history, etc.

Assess risk-benefit options; then present and discuss employment options with employee, as applicable.

Reduce findings, options, and recommendations to writing and review draft report before submission to the superintendent, focusing on key issues, unresolved problems if any, and summary recommendations.

Submit written report to the superintendent and remain available as needed.

Re-evaluate all evaluation cases on a continuing basis at least once every six months and more often as circumstances change in the categories listed in third through seventh paragraph of the first page.

The general intent of the Evaluation Committee is to serve as an expert professional resource to advise the superintendent in special situations where information about appropriate environment may not be available, complete, clear, or readily amenable to lay interpretation. It is expected that recommendations of the Evaluation Committee shall be based solely upon current medical and employment information consistent with established ethical guidelines and considerations in accordance with the guidelines of the Summit County Clinic for Sexually Transmitted Diseases and other scientific and relevant professional bodies.

### **EVALUATION COMMITTEE PROTOCOL**

If the Superintendent of North Summit School District determines that any one of the conditions mentioned above exists, the employee in question shall be placed on sick leave status for no longer than five (5) working days.

Within the five (5) work-day period (equivalent to one calendar week), consent for release of medical information shall be obtained and past medical history, laboratory tests, and other relevant records shall be provided to and reviewed by the Director of the County Health Department of Summit County and other physicians as appropriate. Critical medical tests and other procedures shall be conducted during this period by the Director of the County Health Department of Summit County or other medical practitioners as warranted.

Based on results and medical interpretation of the employee's current status, the Director of the Summit County Health Department of Summit County (and other consultants as appropriate) shall advise the superintendent within five (5) days if continued sick leave is or is not warranted.

If medical review indicates that continuation of special status is not indicated, the employee shall return to regular status at the end of the five (5) school day initial review period or upon the determination of the superintendent, whichever is sooner.

If medical review indicates that continuation of special status is indicated, the employee shall remain on sick leave or special assignment for a period not to exceed fifteen (15) additional workdays (or three more calendar weeks).

During the twenty (20) school day review period, the superintendent shall arrange the following steps in preparation for the Evaluation Committee review:

Alert committee of forthcoming meeting to be scheduled.

Receive relevant medical and social information about the person with HIV infection and maintain same in strict confidence.

Circulate confidential information about the HIV-infected person to committee members only.

Schedule and notify committee members of initial review meeting, at date, time, and location suitable to all (To be set up only when complete medical information has been obtained and circulated in advance to all committee members.)