

POLICY OF THE BOARD OF EDUCATION
EMPLOYEES INFECTED WITH ACQUIRED IMMUNE DEFICIENCY SYNDROME
(AIDS)

The Board is strongly committed to providing a safe working environment for staff and students in relation to communicable diseases. Medical evidence indicates that Acquired Immune Deficiency Syndrome (AIDS) is a communicable disease. Therefore, the following policy has been developed to help define the posture of this district when dealing with an employee who has been identified by a competent medical authority to have AIDS, AIDS related complex or tests positive to AIDS antibodies.

Because the mode of transmission of AIDS is not fully understood and because ongoing research may provide new and significant information about transmission, this policy can be changed at any time at the discretion of the Board of Education.

PROCEDURE

Upon notification by an employee or by a competent medical authority that the employee has been diagnosed as having Acquired Immune Deficiency Syndrome (AIDS), AIDS Related Complex (ARC) or antibodies to the AIDS virus, the following procedure will be followed:

1. The Superintendent shall immediately communicate with the employee and request the employee to provide a statement from the employee's personal physician regarding the employee's current health condition and/or disability.

2. Any decision regarding the employee's status shall be based upon the medical evidence available at that time. If, in the opinion of the Board of Education, the medical evidence requires isolation from students and/or co-workers, then action ranging from reassignment to suspension with pay may be utilized.
3. An employee may apply for and be granted a leave of absence when approved by the Superintendent upon the advisement of the employee's personal physician or other appropriate medical officer.
4. An employee may request and be granted return from a leave of absence when approved by the Superintendent upon the advisement of the employee's personal physician and/or other appropriate, medical officer.
5. The Superintendent, after consulting the employee's personal physician and/or other appropriate medical officer, shall determine the extent to which "reasonable accommodation" may be necessary due to the employee's disability.

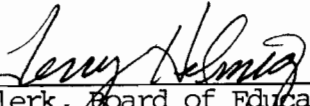
CONFIDENTIALITY

Confidentiality requirements in regard to information about any employee shall be respected and limited to those persons who have a "need to know." Usually, this shall mean the employee's immediate supervisor and the Superintendent.

This policy approved in a regular meeting of the Board of Education held on November 2, 1987 by a vote of



President, Board of Education



Clerk, Board of Education

Nov. 2, 1987