

The Board of Education is strongly committed to providing a safe environment for staff and students in relation to communicable diseases. Medical evidence indicates that Acquired Immune Deficiency Syndrome ("AIDS") is a communicable disease. This policy governs the procedures and regulations of this school district when dealing with an employee who has been identified by a competent medical authority to have AIDS, AIDS Related Complex ("ARC"), tests positive for AIDS antibodies, or has any other life threatening communicable disease capable of being transmitted in the school environment (referred to herein as "Other Life Threatening Communicable Diseases"). This policy will insure confidentiality and nondiscrimination.

No employee will be dismissed or have his/her contract not renewed merely because he/she has AIDS, ARC, antibodies for the AIDS virus, or Other Life Threatening Communicable Diseases.

Upon identification of the employee by a competent medical authority as having AIDS, ARC, antibodies for the AIDS virus, or Other Life Threatening Communicable Diseases, the following procedures will be observed:

- The superintendent shall immediately request the employee to provide a comprehensive written statement from the employee's personal physician regarding the employee's current health condition. It shall be the duty of each employee to provide such information to the superintendent. Willful failure to do so may lead to dismissal or non-renewal of an employee's contract.
- Any decision regarding the employee's status shall be based upon the best medical evidence available. The superintendent of schools or his designee, the employee and the employee's personal physician and a district appointed medical officer (a medical doctor or doctor of osteopathy) shall meet and confer to determine the extent to which reasonable accommodation of the employee may be necessary due to the employee's condition. Unless the medical experts are of the opinion that the employee's condition could reasonably present a hazard of infection to students or other employees, the employee will be permitted to continue the employee's usual duties. If the employee's condition could reasonably present a hazard of infection to students or other employees,

the school district will consider assigning the employee to other available duties for which the employee is qualified at no reduction in pay.

- The employee is required to provide the superintendent of schools with periodic written comprehensive reports from the employee's personal physician as to the employee's current health condition. The frequency of such reports will be determined in each case by the medical representatives of the employee and the School District.
- Any employee may apply for and be granted a leave of absence without pay when approved by the superintendent of schools, upon the advice of the employee's personal physician and/or when deemed appropriate by a district medical officer.
- An employee may request and be granted return from a leave of absence without pay when approved by the superintendent of schools upon the advice of the employee's personal physician and/or when deemed appropriate by a district medical officer.
- Confidentiality requirements in regard to information about any employee infected with AIDS, ARC, or antibodies for the AIDS Virus, or Other Life Threatening Communicable Diseases shall be respected.

Approved: October 6, 2010

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Board Clerk

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Board President