

COMMUNICABLE DISEASES

It is the policy of the School District of Jefferson to comply with all regulations provided by the State of Wisconsin and the appropriate federal agencies governing the safety and health of students and staff.

Communicable disease control procedures shall be maintained in cooperation with the local health department, which shall be notified at once by any teacher, school nurse, principal, or designee who knows or suspects that a reportable communicable disease is present in a district school.

Students who are suspected of having a communicable disease may be sent home by a school nurse, a principal, or designee for the purpose of diagnoses and treatment. If this action occurs the parent(s)/guardian(s) of such students shall be notified immediately of the action and the reasons for the action.

Students who have contracted communicable diseases will not be readmitted to school until such time as health care officials determine that the risk of transmission has subsided.

In an effort to reduce the risk of transmission of communicable or other infectious diseases in the schools, this policy and attached guidelines shall be made available to and reviewed annually with all district staff members by the School Nurse.

ADOPTED: March 21, 1988

REVISED: August 23, 1993
July 26, 2010

REVIEW DATE: May 21, 2012

LEGAL REF.: Wisconsin Statutes: 101.055
Occupational Safety and Health Administration (OSHA) Bloodborne Pathogen Standard
29 CFR 1910.1030

CROSS REF.: Board Policy JO – Student Records
District's Professional/Support Staff Development Plan

COMMUNICABLE DISEASES GUIDELINES

I. Education Concerning Communicable Diseases

- A. The School District of Jefferson will provide instruction to students on the identification, control, and prevention of communicable diseases. Such identification shall, at the appropriate grade level, provide specific instruction in the identification, treatment, and prevention of sexually transmitted communicable diseases.
- B. The district shall provide in-service opportunities and instruction annually to all professional and support staff on disease control procedures in alignment with state and federal procedures and the district's Professional/Support Staff Development Plan. The Superintendent or his/her designee shall be responsible for consulting with the School Nurse on an annual basis for applicable law/regulation changes that require additional in-servicing of staff.

II. Communicable Disease Identification and Prevention

The key to preventing outbreaks of communicable infectious diseases is to prevent the first incidence of infection and to be aware of and follow proper preventative behavior and actions. To further knowledge of the nature of communicable diseases and prevention behavior the following preventative measures shall be followed:

- A. The district will comply with state laws regarding immunizations and physical examinations of students and staff members.
- B. The school nurse shall ensure that a list of communicable diseases, as defined by the Department of Health and Family Services (DHFS) is posted in designated health areas and that information regarding the suppression and control of communicable diseases will also be available for review by interested students and staff members.
- C. All occupationally exposed employees will receive training in bloodborne pathogen information on an annual basis.
- D. The school nurse will serve as a resource for providing information/instruction regarding suppression and control of communicable diseases for staff members, students, and parent(s)/guardian(s).
- E. The school nurse shall be provided with a health room in each school and shall have access to an appropriate budget to maintain it.
- F. The standard procedures set forth in the current edition of Control of Communicable Diseases in Man (edited by Abram S. Berenson) shall be followed by all staff members in the performance of their duties. Copies of Control of Communicable Diseases in Man shall be kept and will be available in the District Office and in the health room of each building.

- G. The school nurse shall ensure that first aid kits and other supplies and equipment appropriate to reducing the risk of transmission of communicable diseases shall be made available in the health room at each school.
- H. Supplies and materials necessary to safely handle human body fluids shall be provided for each school and located in appropriate places throughout the building.

III. Exclusion of Students from School

Wisconsin State Statutes §252.21(6) authorizes any district teacher, building administrator, or nurse to send home for the purpose of diagnosis and treatment any student suspected of having a communicable disease or having any other disease or condition having the potential to affect the health of other students and staff.

Students who are suspected of having a communicable disease that could be detrimental to the health of themselves or others may be sent home for diagnosis and treatment. Students who are diagnosed as having a communicable disease that renders them unable to pursue their studies or poses a significant risk of transmission to others shall be excluded from school attendance until their presence no longer poses a threat to the health of themselves or others.

The determination of whether an infected student should be excluded from the classroom or school activities shall be made on a case-by-case basis under the direction of the nurse serving the district and by the building administrator and his/her designee. In making this determination, the nurse or principal or his/her designee shall consider:

- A. The behavior, developmental level, and medical condition of the student.
- B. The expected level(s) of personal interaction with others in the school setting.
- C. The ease with which the pathogen is transmittable based on current knowledge.
- D. The policies and guidelines on communicable disease established by Jefferson County and the State Department of Health.

IV. Exclusion of Staff from School

If there is reasonable cause to believe that a staff member has a communicable disease that could be detrimental to the health of self or others within the school environment, the district reserves the right, in consultation with the nurse serving the district and in accord with the existing Board policies and/or collective bargaining provisions, to require a medical examination of the staff member. When the School District of Jefferson requires a staff member to participate in a medical examination for the purpose of diagnosing a communicable disease, the School District will incur the expense of the initial medical evaluation.

Staff members who are diagnosed as having a communicable disease that poses a significant risk of transmission to others or that renders them unable to adequately perform their duties shall be excused from work.

In making a determination that a staff member should be excluded from work:

- A. The District Administrator shall state the reasons for the contemplated action.
- B. The District Administrator shall consider any information the staff member may choose to offer regarding his/her condition.
- C. The District Administrator shall also consider whether a reasonable accommodation could eliminate the health risk to the staff member or others.

V. Readmission to School for Students or Staff Members

The building administrator, in consultation with the nurse serving the district, and when appropriate with the Jefferson County Public Health Officer, shall determine when a student/staff member who has been excluded from school attendance may be readmitted. As a condition of continued or renewed admittance, the district may require a statement from the student's/staff member's physician that the student/staff member is in suitable condition to attend school and no longer poses a health risk to self or others.

VI. Confidentiality

A. HIV Tests Results

HIV records that contain the results of a test for the presence of HIV or an antibody to HIV shall be maintained separately from other records. HIV records shall be confidential and may be disclosed only with the informed written consent of the individual or in the case of a minor student under the age of 14 years, the student's parent(s)/guardian(s). Individuals at least 14 years of age have the authority to consent to or decline an HIV test and authorize disclosure of his or her HIV test results.

If a student or staff member infected with HIV or an antibody thereto has disclosed such fact or the results of a test for HIV or an antibody to HIV to the district and has authorized disclosure of such information to other district staff members, then such information shall be disclosed only to those staff members who have a direct need to know. The decision to disclose such information to staff members and the determination as to which staff members have a direct need to know shall be made by the building principal in consultation with the school nurse and the director of pupil services. The determination as to which staff members have a direct need to know shall be based upon the following factors:

- 1. The degree of supervisory responsibility of the staff member over an infected student.
- 2. The possibility that the infected student poses a risk of transmission to others.
- 3. The likelihood that the staff member will come into contact with the body fluids of the infected student.
- 4. The likelihood that the staff member will come into physical contact with the infected student.

Any staff member to whom it is disclosed that a student or staff member is HIV-infected shall maintain the confidentiality of the information conveyed unless specifically authorized to convey such information to others by the informed consent of the infected student or the minor student's parent(s)/guardian(s). Staff members are advised that unauthorized disclosure of the results of a test for HIV or an antibody to HIV may result in civil liability or criminal penalties.

7/26/10