

COMMUNICABLE DISEASES

It is the policy of the Granton Area School District, pursuant to federal, state, and local laws and regulations, and in cooperation with state and local public health agencies, to establish and maintain appropriate health standards for the school environment, to promote the good health of students and staff, and to educate students and staff in disease prevention methods and sound health practices.

In an effort to maintain a safe and healthful school environment, the district will provide educational opportunities to students and staff regarding measures that can be taken to reduce the risk of contracting or transmitting communicable diseases (including HIV infection) at school and in school related activities.

In recognition that an individual's health status is personal and private, the district will handle information regarding students and staff with suspected or confirmed communicable diseases in accord with state and federal law and board policies regarding the confidentiality of student and staff records, while at the same time complying with applicable public health reporting requirements.

Students and staff may be excluded from school and/or school related activities if they are suspected of, or diagnosed as, having a communicable disease as defined in the administrative interpretation that poses a significant health risk to others or that renders them unable adequately to perform their jobs or pursue their studies. Students and staff excluded from school pursuant to this policy may appeal their exclusion as set forth in the administrative procedure.

ADMINISTRATIVE PROCEDURE

1. Educational and Preventive Measures

- A. The district will ensure that all examinations-inoculations required of students and staff have been obtained.
- B. The nurse serving the school shall be responsible for advising the school on the appropriate maintenance of health and emergency equipment in each school building. The nurse will assist the administration in maintaining a list of communicable diseases, as defined by the Department of Health and Social Services, and in properly posting each list in the school. The information regarding the suppression and control of communicable diseases is available for review by interested students and staff.
- C. Information regarding suppression and control of communicable diseases will be included as a regular part of the curriculum for students.
- D. Information regarding suppression and control of communicable diseases will be included in training programs for staff.

- E. Standard procedures as set for in the current edition of Control of Communicable Diseases in Man to prevent the spread of communicable diseases transmitted by air (such as tuberculosis, chicken pox, measles, mumps and rubella) or by exchange of body fluids (such as hepatitis A and B, rotavirus, cytomegalovirus, salmonella, staphylococcus aureus, and AIDS) and the spread of other conditions (such as pediculosis, scabies, and body lice) will be followed by all staff in the performance of their duties.

2. Confidentiality/Reporting

- A. The Principal and Superintendent shall function as the district's liaison with students and staff, parents and physicians, public health officials and the community at large concerning communicable disease issues in the school.
- B. Any person who knows or suspects that a student or staff member has a communicable disease shall report the facts to the principal or superintendent.
- C. The Administrator will confer with the nurse serving the school and, to the extent circumstances warrant and permit, with the subject of the report and, for student subjects, the student's parent or guardian.
- D. If required pursuant to public health statues and regulations, the Principal will make a report to the local public health officer.
- E. The district will maintain the confidentiality of the health records of students and staff, and will not disclose any such records except to the extent required or permitted by law and essential to the safe conduct of the district's operations.

3. Exclusion From School

A. Students

- 1. Students who are suspected of having a communicable disease that could be detrimental to the health of self or others in the school environment 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 in the school environment, shall be excused from school attendance until their presence no longer poses a threat to the health of themselves or others.
- 2. The determination as to whether, and under what circumstances, a student may be sent home for diagnosis and treatment or excused from school attendance shall be made by the Principal, in consultation

- with the nurse serving the school and, where appropriate, with local public health officials.
3. The principal may refer this determination to the doctor serving the district as a part of the nursing service.
 4. For students with previously identified exceptional education need, or whose communicable disease may give rise to exceptional need, the Principal, in consultation with the district director of special education may refer this determination to the IEP-Team. The normal membership of the IEP-Team making any such determination should be supplemented to the extent possible by the students' physician and parent or guardian, the local public health officer, and the Principal and nurse serving the school.
 5. Before making a determination that a student should be sent home for diagnosis and treatment or excused from school attendance, the Principal, health care team, or IEP-Team reviewing the case shall, to the extent circumstances warrant and permit, inform the student and student's parent or guardian of the reasons for the contemplated action and shall consider any information the student and/or the student's parent or guardian may choose to offer regarding the student condition. If a student is sent home or excused from school attendance pursuant to this procedure, the Principal shall immediately notify the student's parent or guardian of the action and the reasons therefor.
 6. Alternative educational opportunities will be arranged for students who must be excused from school attendance for a significant period of time.
 7. The Principal, in consultation with the nurse serving the school and, where appropriate, with local health officials, shall determine when a student who has been excused from school attendance may be readmitted. As a condition of continued or renewed attendance, the district may require a statement from a student's physician that a student is in suitable condition to attend school.
 8. Appeals
 - a. A parent or guardian of a minor student, or an adult student who disputes the determination or action of the Principal, health care team, or IEP-Team concerning exclusion of a student from school attendance pursuant to this procedure, may appeal such determination or action by bringing or sending a complaint to the District Administrator.
 - b. A complaint must be made in writing, signed by the complainant, and submitted within fourteen consecutive school days of the

disputed determination or action and must contain: 1) a statement of the facts, 2) a statement of the relief requested, and 3) any necessary medical information.

- c. The District Administrator shall confer with the complainant within fourteen consecutive school days of receipt of the complaint to verify the nature of the complaint and to explain the procedure that will be followed to resolve the complaint.
- d. Complaints involving the identification, evaluation, educational placement, or provisions of a free appropriate public education of a student with exceptional need will be resolved through the procedures contained in the district's special education handbook.
- e. Complaints involving pupil discrimination on the basis of handicap or of physical, mental, emotional, or learning disability will be resolved through the procedures established by the district to comply with S 118.13 of Wisconsin Statutes, Wisconsin Administrative Code S PI 9.04 and S 504 of the Federal Rehabilitation Act of 1973.
- f. Except to the extent prohibited by law, a student may be excluded from school during the pendency of any appeal hereunder.

B. Staff

- 1. 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 in the school environment, the district reserves the right, in accord with existing board policies to require a medical examination of the staff member at district expense and a physician's statement indicating whether the staff member is in suitable condition to continue working.
- 2. Staff who are diagnosed as having a communicable disease that poses a significant risk of transmission to others in the school environment, or that renders them unable adequately to perform their duties, shall be excused from work.
- 3. The determination as to whether, and under what circumstances, a staff member's communicable disease poses a significant health risk to others in the school environment, or makes adequate performance impossible, shall be made by the District Administrator (or designee), in consultation with the nurse serving the school and, where appropriate, with local public health officials.
- 4. Before making a determination that a staff member should be excused from work, the District Administrator shall inform the staff member of the reasons for the contemplated action and shall consider regarding

- his/her condition. The District Administrator shall also consider whether a reasonable accommodation could eliminate the health risk to the staff member or others and/or permit adequate performance.
5. The District Administrator shall provide written notice to any staff member excused from work pursuant to this procedure. Staff so excused may utilize any applicable alternative employment opportunities provided under existing board policies which may include sick leave, unpaid leave of absence, or reassignment – but are not guaranteed continued or renewed employment except to the extent provided under such policies or provisions.
 6. Staff whose employment is terminated because of a communicable disease may receive such post-employment benefits as are provided pursuant to existing policies and state and federal law.
 7. Appeals
 - a. Staff excused from work pursuant to this procedure may appeal the District Administrators determination or action according to the grievance procedure set forth in the employee handbook.
 - b. Except to the extent prohibited by law or by board policies, a staff member may be excused from work during the pendency of any appeal hereunder.
4. HIV Infection/Aids
- A. General
 1. In addition to maintaining normal confidentiality regarding health records of students and staff, the district will not disclose the results of a test for the presence of an antibody to HIV except as expressly authorized by the test subject or by law.
 2. Except as authorized by the affected staff member or student and/or the student's parent or guardian, knowledge that a student or staff member is HIV-infected will be disclosed only to those persons with a direct need to know.
 3. Health records of students and staff concerning HIV infections will be kept separate from the remainder of the affected individual's records and will be disclosed only to the extent required or permitted by law.
 - B. Students
 1. As a general rule, students suspected of or diagnosed as being HIV-infected will be allowed to attend school in their regular classroom setting and should be considered eligible for all rights, privileges and

- services provided by law and district policy.
2. Decisions regarding the type of educational setting appropriate for suspected or diagnosed HIV-infected students will be made on an individual basis and will be based, whenever possible, on an objective assessment by the health care team or IEP-Team or the behavior, neurological development, and physical condition of each affected student of that student's expected type of interaction with others in that setting.
 3. If it is determined that an HIV-infected student endangers the health of students or staff, or poses a risk of significantly exposing students or staff to HIV for example, if the student lacks toilet training, has open sores that cannot be covered, or demonstrates inoculation of potentially infected body fluids into the bloodstream of another – the student may be placed in a more restricted setting. If homebound instruction is necessary, the homebound tutor will be advised regarding the standard procedures to be followed to prevent transmission of communicable diseases through exchange of body fluids.
 4. HIV-infected students may be immunodeficient and their health may therefore be threatened when other communicable diseases are present in the school environment. For each student known to be HIV-infected, the nurse serving the school will notify the student and/or the student's parent or guardian when such communicable diseases occur in the school. Upon the recommendation of the nurse serving the school, students who may be exposed to a significant health risk because of their own immunodeficiencies may be excused from school attendance by the Principal, upon request, until such time as the risk has abated.

C. Staff

1. The district will not solicit or require a test for the presence of an antibody to HIV as a condition of employment and will affect the terms, conditions, or privileges of employment of any staff member because the staff member obtained such a test.
2. HIV-infected staff may be immunodeficient and their health may therefore be threatened when other communicable diseases are present in the school environment. The nurse serving the school will notify each staff member known to be HIV-infected when such communicable diseases occur in the school. Upon recommendation of the nurse, staff who may be exposed to a significant health risk because of their own immunodeficiencies may be excused from performance of their regular duties by the District Administrator, upon request, until such time as the risk has abated. During this period, at the discretion of the district, staff so excused may be reassigned to

other duties to the extent permitted by board policies. Staff not reassigned may utilize any applicable alternative employment opportunities provided under board policies.

Adopted: December 13, 1988
Revised: November 11, 2013

Legal
References: