



**NORTH ALLEGHENY
SCHOOL DISTRICT**

SECTION:	ADMINISTRATIVE EMPLOYEES
TITLE:	HIV/AIDS INFECTION AND INFECTIOUS COMMUNICABLE DISEASES
ADOPTED:	
REVISED:	

314.1 - HIV/AIDS INFECTION AND INFECTIOUS COMMUNICABLE DISEASES

Section 1. Purpose

- a. The Board is committed to providing a safe, healthy environment for its employees. The purpose of this policy shall be to safeguard the health and well-being of staff while protecting the rights of the individual.
- b. This policy is based on current evidence that the HIV virus is not normally transmissible by infected individuals within the school setting, except as noted in this policy.

Section 2. Definitions

- a. AIDS - Acquired Immune Deficiency Syndrome.
- b. HIV Infection - refers to the disease caused by the HIV or Human Immunodeficiency Virus.
- c. CDCP - United States Public Health Service Centers for Disease Control and Prevention.
- d. Infected Employees - refers to District employees diagnosed as having the HIV virus, including those who are asymptomatic.

Section 3. Authority

- a. This policy shall apply to all Administrative employees in all programs conducted by the School District.
- b. The Board directs that the established school rules relative to illnesses and other life-threatening infectious and communicable diseases among Administrative employees shall also apply to Administrative employee(s) infected with HIV.
- c. The Board shall not require routine screening tests for HIV infection in the

35 P.S.
Sec. 7603

SC 510
Pol. 334, 336

<p>Pol. 348</p>	<p>school setting, nor will such tests be a condition for employment.</p> <p>d. The Superintendent or designee is authorized to establish procedures as necessary to implement this policy.</p> <p>Section 4. <u>Delegation of Responsibility</u></p> <p>a. The Superintendent or designee shall be responsible for developing and releasing all information concerning infected Administrative employees, when applicable.</p> <p>b. The Superintendent or designee is authorized to establish procedures as necessary to implement this policy.</p> <p>c. All Administrative employees shall be required to consistently follow infectious control/Universal Precautions in all settings at all times.</p> <p>d. All District Administrative employees shall maintain a respectful working climate and shall not participate in physical or verbal harassment of any individual or group, including infected employees.</p>
<p>Pol. 104, 334</p>	<p>Section 5. <u>Guidelines</u></p> <p>Infected Administrative employees whose employment is interrupted or terminated shall be entitled to available medical leave and medical disability benefits on the same terms and to the same extent as other employees with similar medical restrictions, conditions, or limitations. Such employees shall be informed by the appropriate administrator of benefits, leave, and alternatives available to them through state and federal laws, District policies, Act 93, other individual contracts, and the retirement system.</p>
<p>35 P.S. Sec. 7607</p>	<p>Section 6. <u>Confidentiality</u></p> <p>District Administrative employees who have knowledge of an infected employees' condition shall not disclose any information without prior written consent of the employee, consistent with the requirements of the Pennsylvania Confidentiality of HIV-Related Information Act.</p> <p>Section 7. <u>Infection Control</u></p> <p>a. Universal Precautions shall be followed for exposure to bodily fluids. Administrative employees shall treat all body fluids as hazardous and follow Universal Precautions. They shall also be responsible for providing information about these necessary precautions to those they supervise.</p> <p>b. The School District shall maintain reasonably accessible equipment and supplies necessary for infection control.</p> <p>c. Administrative employees shall notify the school nurse of all incidents of</p>

<p>Title 22 Sec 4.29</p>	<p>exposure to bodily fluids.</p> <p>Section 8. <u>Professional Development</u></p> <p>a. The North Allegheny School District shall provide opportunities for Administrative employees to participate in professional development related to HIV infection and other life-threatening infectious and communicable diseases.</p> <p>b. Designated District Administrative employees may receive additional, specialized training appropriate to their positions and responsibilities.</p> <p><u>References:</u> School Code – 24 P.S. Sec. 510 State Board of Education Regulations – 22 PA Code Sec. 4.4, 4.29, 11.25 PA Confidentiality of HIV-Related Information Act – 35 P.S. 7601 et seq. Board Policy – 000, 104, 334, 336, 348</p> <p><u>Policy Replaces:</u> 3452</p>
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