

ACQUIRED IMMUNE DEFICIENCY SYNDROME
(HIV/AIDS)

The Board recognizes that HIV/AIDS is a significant medical and social problem. The Board desires to protect the rights of individual students or employees who may be infected with HIV/AIDS as well as to protect noninfected students, staff and the public.

Current medical information available indicates that it is unlikely that HIV/AIDS may be transmitted from one individual to another by the type of contact that occurs in the school setting; nevertheless, because of the severity of the disease, the lack of any known effective treatment for the disease and the considerable concern about this disease which is evidenced by the public, this policy is adopted.

1. HIV/AIDS Evaluation Team

The Superintendent will appoint an HIV/AIDS Evaluation Team. The Team will consist of one member of the Board, the Superintendent, one principal, one teacher, the District's legal counsel, the director of health services and a physician.* The functions of the HIV/AIDS Evaluation Team will be as follows:

- A. to keep informed regarding the latest medical developments and information regarding HIV/AIDS; the Team should pay particular attention to information regarding possible transmission of the disease in the school setting and means of minimizing risks of such transmission;
- B. to advise the Board regarding policies and regulations and any changes which the Team recommends in such policies to the Board;
- C. to advise the Board regarding the District's HIV/AIDS education program;
- D. to develop guidelines for Board consideration on hygienic practices in schools and
- E. to assist any student, parent or employee who is seeking information about HIV/AIDS.

2. HIV/AIDS Education Program

The Board directs the administration, with the advice of the HIV/AIDS Evaluation Team, to develop a program for educating persons regarding HIV/AIDS. The program should provide a plan for making information about HIV/AIDS available to students as a part of the health curriculum. The program should include in-service training for teachers, administrators and nonteaching employees. The Board and administration

will assist other public agencies in providing information about HIV/AIDS to the public. In developing such programs, it is expected that information from sources such as the National Centers for Disease Control, the Ohio Department of Health and the Ohio Department of Education will be utilized. One of the purposes of the education program will be to help dispel fears based upon erroneous information or a lack of information.

3. HIV/AIDS Evaluation Team

The Board believes, based upon current medical information, that each student or employee who is diagnosed as having HIV/AIDS is entitled to an evaluation of his/her medical condition. Decisions regarding the advisability of a particular student or employee continuing to attend or work in the schools of this District will be made only after consideration of all available information regarding the physical condition of that individual. To conduct these evaluations the Board will appoint an HIV/AIDS Evaluation Team. That Team will consist of an administrator designated by the Superintendent, the individual's primary care physician and the physician. The physician shall act as the chairman of the HIV/AIDS Evaluation Team.

After an evaluation by the HIV/AIDS Evaluation Team, that Team shall make a recommendation to the Superintendent regarding the future attendance of a student or the future employment of an employee infected with HIV/AIDS. After considering the recommendation of the HIV/AIDS Evaluation Team, the Superintendent shall assign the student to school unconditionally or to school under restrictive conditions, or he/she may recommend to the student's parents that the student be provided home instruction. Based upon the same evaluation, the Superintendent may assign the employee to return to his/her usual place of employment unconditionally or to a work assignment under restrictive conditions, or the Superintendent may seek to have the employee utilize sick leave or be placed on a leave of absence.

4. Confidentiality

The Board recognizes the need to protect the individual rights and the health of persons infected with HIV/AIDS and the rights and health of those not infected. The Board believes information concerning the health of any student or employee should be treated confidentially and should be made known only to those who are required to have such information. In the case of a student, the Superintendent, building principal, school nurse and the student's teachers should be informed of any physical condition which may require special attention, including HIV/AIDS. In the case of an employee, the Superintendent, building principal and the employee's immediate supervisor should be informed of any physical condition, including whether or not an individual is infected with HIV/AIDS.

Appendices

- A. Education and Foster Care of Children Infected with Human T-Lymphotropic Virus Type III/Lymphadenopathy-Associated Virus (U.S. Centers for Disease Control, August 30, 1985).
- B. Ohio Department of Health Guidelines and Recommendations for Elementary and Secondary Schools (K-12) Regarding Children with Acquired Immunodeficiency Syndrome (AIDS).

*The membership of the HIV/AIDS Evaluation Team may vary. Other persons who may be considered as members include a guidance counselor and an official of the County Department of Health.

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LEGAL REFS.: ORC 3313.67; 3313.68; 3313.71
3319.321
3701.13; 3701.14
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