

REGULATION #5209.1

ACQUIRED IMMUNE DEFICIENCY SYNDROME (AIDS)

1. SCHOOL BOARD ADVISORY TEAM

The superintendent of schools shall ensure the establishment of an advisory team on AIDS.

- 1.1. The advisory team, should consist of the superintendent of schools, or designate, and the district medical health officer, and may include temporary members as needed.
- 1.2. The team will be responsible for advising on decisions about the type of educational or work setting for specific AIDS infected children or employees.
- 1.3. The team will operate with strict confidentiality and will limit access to information on a “need-to-know” basis.
- 1.4. Although governed by school board policy, the team is directed to treat each case individually within the broad boundaries of this policy.

2. STUDENTS WITH AIDS

Students infected with AIDS shall have the right to as full and comprehensive an education as possible.

- 2.1. Each student must be treated as unique by all concerned.
- 2.2. The superintendent of schools, or designate, will make a decision concerning the educational plan for a child with AIDS after consultation with the child’s parents or guardians, the physicians involved in the case and appropriate school personnel.
- 2.3. Should the educational plan for a child with AIDS involve alternative instruction, steps shall be taken to ensure that the teacher(s) providing such instruction fully understand(s) the situation of the student.

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3. SCHOOL PERSONNEL WITH AIDS

Any school board employee infected with AIDS has the right to continued employment as long as the individual is able to adequately perform his/her job without danger to self or others.

- 3.1. If the board becomes concerned about the state of the employee's health, the board may order the employee to receive a medical examination under the *School Act*.
- 3.2. Upon confirmation of a diagnosis of AIDS, the employee may be assessed by the district medical health officer. The results will be reported to the superintendent of schools with appropriate recommendations.
- 3.3. If an employee who has a confirmed diagnosis of AIDS wishes to continue working, and the advisory team concurs, the options that may be considered by the advisory team in each case are:
 - a) The continuation of the employee in his/her current position;
 - b) The transfer of the employee to another position that is deemed "of less risk" by the advisory team.
- 3.4. When an employee with an AIDS related illness becomes too ill to work, full access to entitled benefits, including sick leave, medical benefits and long term disability will be ensured.

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