

## CHAPTER 6.00 - HUMAN RESOURCES

### **SCHOOL BOARD EMPLOYEES WITH HIV, AIDS, OR OTHER COMMUNICABLE DISEASES**

**6.61+**

1. If the Superintendent has reasonable belief that an employee has been diagnosed as having AIDS, AIDS/ARC, or has screened positive to the AIDS Virus the Superintendent may request a medical evaluation. The medical evaluation shall be completed by a physician who is licensed by the State of Florida and is approved by the School Board. Expenses incurred from the medical evaluation shall be paid by the School Board.
2. The Superintendent or his designee will make a careful review of the work assignment and will examine all available information to:
  - a. verify that the employee is not exhibiting any symptoms or behaviors that would facilitate the transmission of the AIDS Virus;
  - b. determine the risks and benefits to the employee affected as well as all others who may be affected should the work assignment be continued;
  - c. assure that the confidentiality of personally identifiable data on the affected employee is maintained and;
  - d. secure input from the employee's immediate supervisor as to any other precautionary steps that should be taken to protect the rights of the employee and all other staff.
3. If appropriate the Superintendent may arrange an alternate work assignment to limit the employee's contact with other employees, students, and the public.
4. The Superintendent shall notify the employee and immediate supervisor in writing if an alternate work assignment is necessary.
5. Should the employee need to take leave and after the employee's accrued sick and annual leave days are exhausted, the Superintendent may grant the employee leave without pay up to the maximum time allowable as established by School Board policy.
6. The Superintendent may request periodic medical evaluations of the employee. Medical evaluations shall be conducted by a physician who is licensed by the State of Florida and is approved by the School Board.

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7. The employee shall be eligible to return to the workplace when a physician who is licensed by the State of Florida and is approved by the School Board diagnoses that the employee's condition no longer exists and/or the employee may return to the workplace without endangering the health/safety of students and other School Board employees.
8. The confidentiality of the employee's personnel record shall be maintained.

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