

<b>TOPEKA PUBLIC SCHOOLS</b>	<b>REGULATION NUMBER: 4510-2</b>
<b>SUBJECT:</b>	<b>DATE OF ISSUE: 03/01/12</b>
<b>HUMAN IMMUNODEFICIENCY VIRUS INFECTION</b>	<b>REVISIONS:</b>
	<b>PREPARING OFFICE:</b> <b>HUMAN RESOURCES</b>

**I. DEFINITIONS:**

- A. AIDS - Acquired Immune Deficiency Syndrome Disease caused by a virus which destroys a person's immune defenses against infections. AIDS virus known as the human immunodeficiency virus - HIV.**
- B. HIV INFECTION - Positive blood test for the presence of the Human T-Lymphotropic Virus III.**
- C. HIV SECONDARY INFECTION - An infection that is contracted because of the lack of a strong immune system.**

**II. PERSONNEL AFFECTED:**

- A. District Employees**
- B. District Volunteers**
- C. District Students**

**III. PROCEDURES:**

- A. The superintendent and/or his/her designee(s) who are notified that a student, employee, or school volunteer is infected shall follow a procedure to ensure the safety of persons in the school setting and provide support for the person with the illness.**
- B. The superintendent and/or his/her designee(s) shall determine whether a person who is infected constitutes a recognized risk in the school setting. The superintendent and/or his/her designee(s) will answer this medical question by consulting the coordinator of nursing services, the infected person's physician, the infected person, the student's parent(s) or guardian(s) (if applicable), and a public health official or medical personnel. This team will consider:**
  - 1. The behavior, neurological development, and physical condition of the student, staff member, or volunteer;**
  - 2. The expected type of interaction with others in the school setting;**
  - 3. The impact on both the infected student or staff member and others in that setting; and**

- 4. Ways in which the school district may anticipate and meet the needs of the infected student, employee, or volunteer.**
- C. If there is a secondary infection that constitutes a medically recognized risk of transmission in the school setting, the superintendent and/or his/her designee(s) shall consult the coordinator of nursing services, the infected person {student's parent(s) or guardian(s)}, the infected person's physician, and a public health official or medical personnel (not disclosing the name of the infected person). If necessary, they will develop an individually tailored plan for the student, employee, or volunteer. Additional persons may be consulted, if this is essential for gaining information, but the infected employee or the parent(s) or guardian(s) of a student must approve of the notification of any additional persons who would know the identity of the infected person.**

**All determinations on a student's or employee's education or employment status shall be expedited.**

- D. The persons who shall know the identity of the student, employee, or volunteer who is infected {in addition to the infected person and student's parent(s) or guardian(s)} are:**
- 1. The superintendent and/or a person designated by the superintendent to be responsible for decision-making;**
  - 2. The coordinator of nursing services;**
  - 3. The personal physician of the infected person; and**
  - 4. A public health official or medical person (does not need to know the person's name).**
- E. The decision makers listed in D (1) (2) (3) (4) and the person infected with HIV {and student's parent(s) or guardian(s)} will determine whether additional persons need to know that an infected person attends or works at a specific school. The additional persons shall not be given the name of the infected person without the consent of the infected person {and a student's parent(s) or guardian(s)}. Other persons may be notified if the decision makers believe that this information is essential to protect the health of the infected student, staff member, or volunteer or if other persons are needed to periodically evaluate or monitor the situation. Consent for notifying these additional persons must be given in writing by the infected person or a student's parent(s) or guardian(s).**

**ALL DISTRICT STAFF SHALL TREAT ALL INFORMATION AS  
HIGHLY CONFIDENTIAL.**

**HUMAN IMMUNODEFICIENCY VIRUS  
INFECTION (continued)**

**Regulation No. 4510-2  
(3)**

- IV. Mandatory screening for communicable diseases that are not spread by casual everyday contact, such as HIV infection, shall not be a condition for school entry or attendance or employment or continued employment.**
  
- V. If an infected student with a secondary infection is not able to attend classes or participate in school activities, the district shall offer the student an appropriate alternative education.**

**If the employment of an infected employee is discontinued, the employee shall be entitled to use any available medical leave and receive any available medical disability benefits.**