

POLICY TITLE: POLICY FOR AIDS, ARC, HIV

The Canyon-Owyhee School Service Agency (COSSA) recognizes the importance of protecting the health and welfare of students, teachers and other employees of COSSA from the spread of Acquired Immune Deficiency Syndrome (AIDS). The following policy statements will be reviewed and revised as necessary, to reflect the latest public health research, medical research, and legal opinion.

Definitions: As used herein, the following terms shall have the meanings indicated.

AIDS - Acquired Immune Deficiency Syndrome, as defined by the Center for Disease Control in Atlanta, Georgia. A condition which may be characterized by:

One or more of the opportunistic diseases diagnosed by methods considered reliable, which are at least moderately indicative of underlying cellular immunodeficiency, and

Absence of all known underlying causes of cellular immunodeficiency (other than HIV infection) and absence of all other causes of reduced resistance reported to be associated with at least one of those opportunistic diseases, but

Despite satisfying the criteria set out above, a condition will not be considered AIDS if a reliable negative result on testing for serum antibody to HIV is obtained; if there is no positive culture for HIV; and if both a normal or high number of T-helper (OKT4 or LEU3) lymphocytes and a normal or high ratio of T-helper to T-suppressor (OKT8 or LEU2) lymphocytes are present.

ARC - AIDS Related Complex, as defined by the Center for Disease Control in Atlanta, Georgia. A condition characterized by a reliable positive result on testing for the serum antibody to HIV, plus any two clinical and two laboratory abnormalities defined as follows:

Clinical abnormalities (continuing three months or more in the absence of other identifiable causes):

- Fever 100 degrees or higher
- Lymphadenopathy
- Diarrhea
- Night sweats
- Fatigue
- Weight loss of ten percent (10%) or more than 15 pounds
- Symptoms of the dementia and encephalopathy associated with AIDS

Laboratory abnormalities:

Suppressed helper T-cell

Depressed helper/suppressor ratio

One of the following:

(1)Leukopenia

(2)Thrombocytopenia

(3)Absolute lymphopenia or

(4)Anemia.

Elevated serum globulin

Depresses blastogenesis

Abnormal skin tests (using multitest and equivalent)

Infected student, employee or person - any person who has AIDS, ARC, or who is HIV positive.

HIV - Human Immunodeficiency Virus.

Reliable positive results on testing for the serum antibody to HIV - a true positive result as defined by the Center for Disease Control in Atlanta.

Reliable negative results on testing for the serum antibody to HIV - a true negative result as defined by the Center for Disease Control in Atlanta.

Employee - any employee of Canyon-Owyhee School Service Agency (COSSA).

Volunteer - any patron who donates time to COSSA

Students: The determination of whether an infected student shall be permitted to attend classes and participate in school activities with other students shall be recommended by an evaluation team on a case-by-case basis to the Board of Trustees. The Board of Trustees shall consider the evaluation team's recommendation and make a final non-precedential determination. The evaluation team shall be composed of public health personnel, the student's physician, the student's parents or guardian, COSSA legal counsel, and appropriate COSSA and school personnel as determined by the Board of Trustees. In making this recommendation the team shall consider in each case:

The nature of the risk (how the disease is transmitted);

The duration of the risk (how long the carrier is infected);

The severity of the risk (what is the potential for harm to third parties);

The probability that the disease will be transmitted to third parties.

The student will be excluded from school throughout the review process. This process shall be concluded within ten days.

If the parents of a student who exhibits symptoms of AIDS or ARC refuse to provide evidence to the contrary, the student shall be treated as if he/she were an infected student.

Employees: The determination of whether an infected employee shall be permitted to perform the essential functions of his/her job shall be recommended by an evaluation team on a case-by-case basis to the Board of Trustees. The Board of Trustees shall consider the evaluation team's recommendation and make final non-precedential determination. The evaluation team shall be composed of public health personnel, the employee's physician, COSSA legal counsel, and appropriate COSSA and school personnel as determined by the Board of Trustees. In making this recommendation, the team shall consider in each case:

The nature of the risk (how the disease is transmitted)

The duration of the risk (how long the carrier is infected);

The severity of the risk (what is the potential for harm to third parties);

The probability that the disease will be transmitted to third parties.

Infected employees shall inform appropriate COSSA and school officials of the infection so that proper precautions for the protection of the students, other employees, and the infected employee can be taken. Failure to do so will be grounds for termination.

When it is determined that the infected employee is not able to perform the essential functions of the job, the team must further consider whether any reasonable accommodations by COSSA and the school system would enable the infected employee to perform those functions. Accommodation is not reasonable if it either imposes undue financial and administrative burdens on COSSA or requires a fundamental alteration in the nature of the job.

The employee will be excluded from school, with pay, throughout the review process. This process shall be concluded within ten days.

When COSSA becomes aware that an infected student or employee is enrolled or employed or plans to enroll, staff and parents will be informed immediately.

Confidentiality: All notices, reports, actions, hearings, and decisions concerning an infected person or a person suspected of being infected in which the name or any personally identifiable characteristics of the person is communicated shall be maintained strictly confidential. They shall not be released without the consent of the individual so named to anyone except education officials or health professionals without a valid subpoena. No meeting or hearing concerning an infected person or a person suspected of being infected shall be open to the public. Notwithstanding anything else to the contrary herein, while it is expected that COSSA will take every reasonable step to maintain confidentiality, there is no guarantee of confidentiality.

Education: Canyon-Owyhee School Service Agency shall provide educational programs to its students, teachers, and employees on AIDS, its spread, and its effects.

Procedures for Handling Body Fluids: The following guidelines should be followed by COSSA and school personnel and students when required to handle an ill or injured person. These emergency care guidelines should be followed whenever direct contact with blood or body fluids is likely to occur.

All reasonable precautions must be taken to avoid direct contact with blood, blood products, excretions, secretions, or other body fluids.

Extraordinary care must be taken to avoid accidental wounds with materials that may be contaminated with blood. In accident situations where broken glass, sharp pieces of metal (i.e., saw blades), and other similar materials have been contaminated with blood, exposure may be minimized by:

Wearing HEAVY gloves to avoid being cut by contaminated sharp objects when cleaning a site.

Wearing double thickness latex or vinyl gloves when there is little or no risk of being cut with objects contaminated with blood.

Double thickness latex or vinyl gloves should be worn when cleaning wounds, controlling bleeding, or handling bloodsoiled items (i.e., towels, clothing, washcloths). Inexpensive disposable non-sterile gloves must be readily available at all nurses' offices, shops, kitchen areas, and in each special education and vocational education classroom. Disposable gloves must not be cleaned and re-used.

Disposable airways that have been disinfected should be used whenever possible to administer mouth-to-mouth resuscitation. These airways need to be available in the nurse's office. Only trained personnel should use them.

Hands should be washed thoroughly with soap and water if they become contaminated with blood. If lesions become contaminated with blood and/or body fluids,

they should be washed with 40 to 70 percent alcohol or 3 percent hydrogen peroxide.

Needles and lancets should be placed in puncture-resistant containers after being used. Many varieties of metal and plastic containers are available for this purpose.

Surfaces that become contaminated with blood should be decontaminated with a 1:10 chlorine bleach solution, 40 to 70 percent alcohol or 3 percent hydrogen peroxide. Care should be used to avoid contaminating the solution or container of solution. Sufficient contact time (three to five minutes) should be allowed to ensure surfaces are adequately disinfected.

Clothing, uniforms, or cloth materials that become contaminated with blood should be washed separately using hot water and detergent. Dry cleaning will also inactivate all known pathogens.

If COSSA personnel or students are exposed to blood from a person who is suspected or known to be infected with the human immunodeficiency virus (HIV) that causes AIDS, the exposed person should seek medical advice within six hours regarding any recommended testing and evaluation. Blood may need to be obtained from the injured person and the exposed person to evaluate the exposure risk. If the injured person was infected with the AIDS virus (HIV antibody positive), the exposed person should be tested for HIV antibody within five days and retested after 60 days to determine if infection occurred.

If testing of school personnel or students is necessary to evaluate an exposure, the school nurse needs to be informed. The school nurse will contact the school nurse consultant whenever testing may be indicated.

Under no circumstances should faculty sanction activities or exercises which involve students having direct contact with blood from another student.

LEGAL REFERENCE:

**I.C. 23-105, 23-1001, 33-513, 33-517, 37-2701
P.L. 100-690, Title V, Subtitle D, Section 5115**

POLICY HISTORY:

Adopted: 10/23/1989; Revised and adopted 11/19/2012