

## ADMINISTRATIVE RULE 453.3

### AR453.3 - Communicable Diseases

Any school district employee who knows or suspects that a communicable disease is present in the district shall report that information to the nurse serving the district. The nurse serving the district shall notify parent and Jefferson County Public Health Officer of any case of suspected or known communicable disease in their school district in compliance with Wisconsin Administrative Code Chapter HSS 145, Control of Communicable Diseases.

#### A. Confidentiality/Reporting

The nurse serving the district and/or building administrator shall function as the district's liaison with students, staff, parents, physicians, public health officials and the community at large concerning communicable disease issues in the school.

Any person who knows or suspects that a student or staff member has a communicable disease shall report the facts to the building administrator. The building administrator will confer with the nurse serving the district and to the extent that circumstances warrant and permit, with the subject of the report and, for student's staff's subjects, the student's parent or guardian.

If required, pursuant to public health statutes and regulations (Wisconsin Administrative Code Chapter HSS 145), the nurse serving the district or building administrator will make a report, verbal or written, to the Jefferson County Public Health Officer.

The district will maintain the confidentiality of the health records of students and staff, and will not disclose any such records except to the extent required or permitted by law, and essential to the safe conduct of the district's operations.

#### B. Exclusion - Students

Section 252.21 (6) of the state statutes authorizes any teacher, building administrator or nurse serving the district to send home for the purpose of diagnosis and treatment, any student/staff suspected of having a communicable disease or having any other disease or condition having the potential to affect the health of other students and staff.

Students who are suspected of having a communicable disease that could be detrimental to the health of self or others in the school environment may be sent home for diagnosis and treatment. Students who are diagnosed as having a communicable disease that renders them unable to pursue their studies or poses a significant risk of transmission to others in the school environment shall be excused from school attendance until their presence no longer poses a threat to the health of themselves or others.

The determination of whether an infected student should be excluded from the classroom or school activities shall be made on a case by case basis, under the direction of the nurse serving the district and building administrator. In making the determination, the nurse serving the district and building administrator shall consider:

1. The behavior, developmental level, and medical condition of the student.

2. The expected level(s) of personal interaction with others in the school setting.
3. The ease, with which the pathogen is transmissible, based on current knowledge.
4. The policies and guidelines on communicable disease established by Jefferson County and State Department of Health.
5. Alternative educational opportunities for students who must be excused from school attendance for a significant period of time.

C. Exclusion - Staff

If there is reasonable cause to believe that a staff member has a communicable disease that could be detrimental to the health of self or others in the school environment, the district reserves the right, in consultation with the nurse serving the district and in accord with existing board policies and/or Employee Handbook, to require a medical examination of the staff member. When the School District of Fort Atkinson requests a staff member to participate in a medical examination for purpose of diagnosis of a communicable disease, the School District of Fort Atkinson will incur the expense of the initial medical evaluation.

Staff who are diagnosed as having a communicable disease that poses a significant risk of transmission to others in the school environment or that renders them unable adequately to perform their duties shall be excused from work.

In making a determination that a staff member should be excused from work:

1. The District Administrator should state the reasons for the contemplated action.
2. Shall consider any information the staff member may choose to offer regarding his/her condition.
3. The District Administrator should also consider whether a reasonable accommodation could eliminate the health risk to the staff member or others and/or permit adequate performance.

D. Re-admittance to School - Students/Staff

The building administrator, in consultation with the nurse serving the district, and when appropriate, with Jefferson County Public Health Officer, shall determine when a student/staff who has been excused from school attendance may be readmitted. As a condition of continued or renewed attendance, the district may require a statement from the student's/staff's physician that the student/staff is in suitable condition to attend school and no longer posed a health risk to self and others at school.

E. Employee Occupational Exposure to Blood or Other Potentially Infectious Materials

In order to comply with federal regulations regarding Bloodborne Pathogens, the School District of Fort Atkinson will have a plan to prevent bloodborne pathogen contamination. The School District of Fort Atkinson has completed the following tasks in conjunction with developing it's own Exposure Control Plan.

Establish a written exposure control plan and develop a schedule in implementing other federal regulations.



1. Develop written procedures for cleaning, for handling contaminated materials and for disposing of hazardous waste within all district buildings.
2. Provide appropriate personal protective equipment that is readily accessible to identified staff.
3. Provide, at no cost to the employee, Hepatitis B vaccine under specific circumstances as defined by exposure determination.
4. Provide medical follow up for exposure incidents.
5. Provide annual bloodborne pathogen training for all staff.

Legal Ref.: Section 121.02 (1) (g), Wisconsin Statutes

Cross Ref.: PI 8.01 (2) (g), Wisconsin Administrative Code (Chapter HSS 145)

Board Policy 453.3

Employee Handbook