

Policy GBGA Staff Health

Issued ~~4/17/00~~ 00/21

Health Screening

Any offer ~~to be employed of employment~~ in any public school ~~or kindergarten~~ will be contingent on that person being appropriately evaluated for tuberculosis according to guidelines approved by the South Carolina Department of Health and Environmental Control (DHEC). The district will not require re-evaluation for employment in consecutive years unless otherwise indicated by such guidelines.

Re-evaluation is required only if the employee leaves the setting where originally employed.

The examinations/screenings include, but are not limited to, physical examinations, tuberculosis (TB) testing, treatments, statements, or questionnaires, as may be required by applicable laws and regulations. Health examinations/screenings may be necessary for employee benefits such as workers' compensation, or as determined to fulfill the requirements of the employee's job.

Documentation is to be maintained in the employee's benefits file. In the case of electronic personnel file, benefits information and other legally protected documentation is maintained separately.

Communicable Diseases

The board defines a chronic communicable disease as a persistent or recurring infection that may be transmitted to a susceptible person by contact with an infected individual. The U.S. Centers for Disease Control and Prevention (CDC) will be the definitive authority on the identification and transmission of chronic communicable diseases.

Staff Health

The district may reassign an employee with a chronic communicable disease to a position that limits student/employee contact. Alternatively, the district may place the employee on medical leave if medical judgment substantiates that said employee poses a significant health threat to students and/or other employees. The board reserves the right to remove or exclude any employee whose physical condition would interfere with his/her ability to work or would expose other students or employees to infection.

Employees with acquired immunodeficiency syndrome (AIDS) or human immunodeficiency virus (HIV) should be under no work restrictions in the district, unless medical impairments exist which are so severe as to be a hazard for the employee, students, or other employees. When applicable, the district will make decisions regarding appropriate placement of employees known to school officials to have AIDS or HIV infection (upon adequate documentation from the employee's physician) on a case by case basis as stated in GBGA-R.

When an employee has been removed or excluded as provided above, the board may require a satisfactory certificate from one or more licensed physicians that the employee's presence is no longer a risk to the employees or others at the work site.

The district will not screen employees for AIDS or HIV infection as a condition for employment. The identity of any employee with AIDS or HIV infection and any medical record for such an employee will be confidential.

The superintendent will be responsible for assuring that procedural safeguards are used when determining the employment status of employees with chronic communicable diseases.

Bloodborne Pathogens

Employees are recommended to participate in public health education provided by DHEC. Employees will complete annual bloodborne pathogens training, provided by the district.

The district has prepared and implemented a model exposure control plan for all employees. This plan includes appropriate training for all employees as well as universal precautions that all employees must take when dealing with blood and other bodily fluids. A copy of the plan must be on file in each school/department, ~~and the human resource services office.~~

The district will notify other staff and students of the existence of a communicable disease in accordance with regulations and guidelines propounded by DHEC.

Adopted 11/23/99; Revised 5/23/00. 2/24/09, 6/11/13, 4/25/17; 00/00/21

Legal References:

Federal Law:

Americans with Disabilities Act of 1990, [42U.S.C.A.Section12101](#), *et seq.* - Prohibits discrimination on the basis of HIV/AIDS status.

S.C. Code, 1976, as amended:

[Section44-29](#)-150 and 160 - Tuberculin test required of new employees.

[Section44-29](#)-135(f) - Confidentiality of sexually transmitted disease records.

[Section44-29](#)-200 - Attendance of teachers or pupils with contagious or infectious disease at school or school-related activities may be prohibited.

[Section59-10](#)-220 - Adoption and notification of Centers for Disease Control and Prevention (CDC) recommendations on universal precautions for bloodborne disease exposure.

Federal Regulations:

U.S. Occupational Safety and Health Administration, [29CFR1910.134](#) - Respiratory protection.

U.S. Occupational Safety and Health Administration, [29CFR1910.1030](#) - Bloodborne pathogens.

State Board of Education Regulations:

[R43-207](#) - All personnel will be screened for tuberculosis.

[R43-80](#)(N) - Medical examination requirement for school bus drivers.

South Carolina Department of Health and Environmental Control Regulations:

[R61-20](#) - Communicable diseases.

[R61-22](#) - Evaluation of school employees for tuberculosis.

Richland County School District One