

SECTION: PROFESSIONAL EMPLOYEES

TITLE: HIV/AIDS

ADOPTED: October 17, 2000

REVISED:

# AVON GROVE SCHOOL DISTRICT

	<p style="text-align: center;">414.1. HIV/AIDS</p> <p>1. Purpose The following is the policy regarding staff who have HIV/AIDS. (For purposes of this policy, "HIV/AIDS" refers to individuals who have been infected with HIV, and/or have AIDS.</p> <p>2. Guidelines This policy shall apply to all staff employed by the Avon Grove School District.</p> <p>A staff member who has been diagnosed by his/her physician as having HIV/AIDS must report that diagnosis immediately to the Superintendent. The employee shall then be subject to this policy.</p> <p>The central contact person handling information related to this policy is the Superintendent. The employee shall then be subject to this policy.</p> <p>Decisions made regarding employment status of staff with HIV/AIDS will be made on a case-by-case basis consistent with information available from the U.S. Center for Disease Control.</p> <p><u>Procedure for Decision Making</u></p> <p>When a staff member has reported that s/he has HIV/AIDS, the staff member and his/her physician shall meet with the Superintendent and a physician designated by the School District.</p> <p>The staff member with HIV/AIDS shall either be assigned to duties which provide minimal contact with students; be permitted to take a paid leave of absence (sick leave, medical sabbatical (if qualified), or any other leave approved by the Board); or remain in his/her regular position as recommended by the staff member, staff member's physician, and the school district designated physician.</p> <p>The Superintendent shall make all final decisions on the assignment of the staff member with HIV/AIDS. The Board shall immediately be notified of that decision.</p> <p>If the affected employee experiences any change in his/her condition, that change</p>
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	<p>shall be communicated to the Superintendent. The committee (the staff member, his/her physician, the Superintendent, and a physician designated by the School District) designated above shall reconvene to determine if any change in the employee's status is necessary.</p> <p>The status of a staff member and all associated medical records shall be kept strictly confidential.</p>
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