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10-1 COMMUNICABLE DISEASES

(A) The School Board recognizes the need for maintaining a healthful school environment. To this end it recognizes the need to institute controls designed to prevent the spread of communicable diseases.

(B) The term "communicable disease" as used in this rule shall mean an illness due to a specific infectious agent or its toxic products which arises through transmission of that agent or its products from a reservoir to a susceptible host either directly as from an infected person or animal or indirectly, through an intermediate plant or animal host, vector or the inanimate environment.

(C) The Superintendent or his designee shall work jointly with the Okaloosa County Public Health Department to enforce all laws and rules that undergird compliant school health services programs including, but not limited to:

(1) The School Health Services Act, Section 381.0056, Florida Statutes.

(2) The Comprehensive Health Education Act, Section 381.0057, Florida Statutes.

(3) School Entry Health Examination, Section 1003.22, Florida Statutes.

(4) The School Compulsory Immunization Act, Section 1003.22, Florida Statutes.

(D) The Superintendent shall enforce all state laws requiring immunization of all school children. The diseases include, but are not limited to, polio, diphtheria, pertussis, tetanus, mumps, rubeola, rubella, Hepatitis B, and other communicable diseases as determined by rules of the Department of Health.

(E) A teacher or staff person who reasonably suspects that a student or employee has a communicable disease shall immediately notify the school administrator. The school administrator shall notify the Superintendent. A list of the current reportable diseases will be distributed by the Health Department.

(F) The Superintendent or his designee, in accordance with applicable laws and rules, shall promptly report to the Okaloosa County Health Department the occurrence or suspected occurrence of any communicable disease.

(G) For the purpose of assigning students or employees with confirmed cases of the diseases covered under this policy, said diseases will be categorized under one of two classifications. These classifications will include (1) diseases susceptible to being immunized against, and (2) non-immunizable diseases.
(H) Students with communicable diseases for which immunization is required by Section 1003.22, Florida Statutes, will be temporarily excluded from school while ill and during recognized periods of communicability and until specified by the Okaloosa County Health Department Director or his designee. Any student in the school who does not have adequate immunization documentation will be excluded from the school during a period of outbreak.

(I) Employees with communicable diseases for which immunization is required by Section 1003.22, Florida Statutes, shall be placed on sick leave by the Superintendent or his designee during recognized periods of communicability and until released for duty by the Okaloosa County Health Department Director or his designee. A hearing shall be promptly convened before the conference committee for the purpose of determining whether reasonable accommodations can be made to return the employee to such other duties as will minimize the spread of such diseases to other employees and to students.

(J) The Superintendent or his designee will conduct a case conference to determine the most appropriate instructional program for a student or employment of any employee diagnosed or suspected of having a communicable disease for which immunization is not required by Section 1003.22, Florida Statutes.

(1) For any student identified so diagnosed, a Case Conference Committee shall be convened to function as set forth herein. The Case Conference Committee shall be composed of: (1) an administrator from Exceptional Student Education, (2) an administrator from the student's school, (3) any other district employee, consultant or professional person deemed appropriate by the Superintendent, (4) the Medical Director or designee of the Okaloosa County Health Department, and (5) student's physician and/or attorney (if requested by the student or his/her parents). The Superintendent shall appoint the Committee Chairman. Should the student or the student's parents request the student's physician and/or attorney to participate in the Case Conference Committee as provided above, it shall be the student's physician and/or attorney's responsibility, upon reasonable notice, to attend such Case Conference Committee meetings as are scheduled. The unavailability or absence of the student's physician and/or attorney after reasonable notice will not preclude the Case Conference Committee from proceeding with formulating recommendations for an individual instruction program for the student. The student's parents or guardian shall be permitted to attend the Case Conference Committee's meetings. Any student who is not debilitated or exhibiting symptoms or behaviors that would facilitate transmission of the disease will remain in the regular classroom.

(2) For any employee identified so diagnosed, a Case Conference Committee shall be convened to function as set forth herein. The Case Conference Committee shall be composed of: (1) a representative from Human
Resources, (2) any other district employee, consultant or professional person deemed appropriate by the Superintendent, (3) the Medical Director or designee of Okaloosa County Health Department, (4) the employee or his/her designee and (5) the employee's physician and/or attorney (if requested by the employee). The Superintendent shall appoint the Committee Chairman. Should the employee request his/her physician and/or attorney to participate in the Case Conference Committee as provided above, it shall be the employee's physician and/or attorney's responsibility, upon reasonable notice to attend such Case Conference Committee meetings as are scheduled. The unavailability or absence of the employee's physician and/or attorney after reasonable notice will not preclude the Case Conference Committee from proceeding with formulating recommendations for an employment program for the employee. The employee shall be permitted to attend the Case Conference Committee's meetings. Any employee with handicapping conditions will be provided reasonable accommodations.

(3) If the nature of the disease and the circumstances warrant, the committee shall require an examination of the student or employee to verify the diagnosis, make an investigation to determine the source of infection, and recommend appropriate action to control the spread of the disease.

(4) Prior to making any recommendation to the Superintendent regarding the placement, assignment, reassignment, suspension, transfer or change of location of any such student or employee, the conference committee shall convene a hearing (subject to confidentiality of student records laws) for the purpose of determining whether reasonable accommodations can be made for such students or employees as will minimize the spread of such disease to other employees and students. Individuals, including teacher or other impacted party, who can best determine the contact with and risk of susceptible students and/or employees will be included in this hearing.

(5) The Superintendent shall review the committee's recommendation and shall assign the student or employee to the school, class or program that best serves the needs of such student or employee and which minimizes the exposure of other persons to said disease.

(K) Any employee not a member of a bargaining unit recognized by the Board and represented by an exclusive bargaining agent may seek review by the Board of any decision by the Superintendent or his designee. Such review may, upon request of the employee, include a hearing pursuant to Section 120.57, Florida Statutes, and the Board's decision shall constitute final agency action. Any employee who is a member of a bargaining unit recognized by the Board and represented by an exclusive bargaining agent may seek review of the decision of the Superintendent.
or his designee in accordance with the provisions set forth in the appropriate collective bargaining agreement.

(L) Any student with a communicable disease for which immunization is not required by Section 1003.22, Florida Statutes, shall, upon request, be entitled to a review by the Board of any decision made by the Superintendent or his designee following receipt of the recommendations from the conference committee. Such review may, upon request, include a hearing pursuant to Section 120.57, Florida Statutes, and the Board's decision shall constitute final agency action.

Statutory Authority: Sections 1001.41; 1001.42; 1003.22; 381.0056; 381.0057, Florida Statutes
Adopted: 11/16/99

10-2 FIFTH DISEASE

In the event that a case of fifth disease is confirmed at a work site, the following procedure would apply:

(A) The Principal or immediate Supervisor would notify all female employees.

(B) Any female employee at an affected work site who is pregnant or is planning a pregnancy would be advised to be tested for immunity to the fifth disease.

(C) Female employees who are pregnant or plan to become pregnant and are found not to be immune would be advised to seek and follow their physician’s advice in taking leave.

Statutory Authority: Sections 1001.41; 1001.42, Florida Statutes
Adopted: 11/16/99
(A) It is the School Board’s intent to protect employees and students from exposure to infectious diseases and to provide reasonable accommodations to infected students or School Board employees. Epidemiological studies show that Human Immunodeficiency Virus (HIV) disease is transmitted via direct contact with certain body fluids of an infected person. Since there is no evidence of casual transmission by sitting near, living in the same household, or playing together with an individual who has an HIV infection, there is no reason to treat infected individuals any differently than any other person who has not been diagnosed with an HIV infection.

(B) All students and staff members diagnosed as having Human Immunodeficiency Virus (HIV) infection or Acquired Immune Deficiency Syndrome (AIDS), including clinical evidence of infection with AIDS - associated virus (HIV) and receiving medical attention are able to participate in normal daily activities unless their condition poses a threat to themselves or others. Federal and state law (including IDEA and ADA) also mandate, pursuant to the laws protecting disabled individuals, that those individuals not be discriminated against on the basis of their disabilities, and that if it becomes necessary, some reasonable accommodations be made to enable the individual to continue to engage in daily activities.

(C) The School Board realizes that an individual’s health condition is personal and confidential. Medical files or information about a person’s HIV/AIDS status is exempt from public disclosure. In addition, information relating to a specifically named individual, the disclosure of which would constitute an unwarranted invasion of personal privacy, is prohibited. Thus, special precautions should be taken to protect such information regarding an employee or student’s health condition in order to prevent instances of disclosure. All information regarding the HIV status of any individual shall be held in strict confidence and released only to those who have a legitimate need to know.

(D) The use of standard OSHA precautions must be used with all individuals since it is impossible to know who may be infected with any potentially infectious disease. Mandatory HIV testing of employees and students is prohibited.

(E) Any persons known to have an infectious disease and who is exhibiting behavior which may result in the person being a threat to themselves or others will be evaluated on an individual basis by the personnel office (for employees) or the educational planning team (for students). Recommendations will be based solely upon current medical and educational information consistent with established ethical guidelines and considerations in accordance with guidelines of the Center for Disease Control and other scientific and relevant professional bodies.
Statutory Authority: Sections 1001.41; 1001.42, Florida Statutes
Laws Implemented: Sections 381.0098; 1001.42; 1001.43; 1002.22; 1003.01, Florida Statutes
State Board of Education Rule(s): 6A-6.03020; 6A-6.0331
State Department of Health and Rehabilitative Services Rule(s): 10D-104 FAC
Adopted: 9/11/06