

## **MENOMINEE INDIAN SCHOOL DISTRICT**

453.3

### COMMUNICABLE DISEASES

The health and safety of students and staff shall be the primary consideration in dealing with communicable disease.

The Board of Education retains a medical consultant and legal counsel. The administration shall contact any or all of these resource people, along with local and state health agencies, when there are concerns related to communicable disease.

Staff members will be responsible for reporting to their supervisor any diagnosed communicable disease within the school environment and necessary precautions shall be taken. While it may be necessary to maintain the confidentiality of a student or staff member, appropriate staff members shall be informed of related risks and necessary precautions.

The condition of the person with a communicable disease shall be considered confidential information. It shall be reported only to appropriate medical authorities as required by law. Infected employees and students who have reached legal majority shall be encouraged to allow those administrators and staff who need such information to fulfill their job responsibility to also be informed. Likewise, parents/guardians of infected students shall be encouraged to grant similar permission.

Any person known to have a communicable disease may be required to be examined by appropriate and competent medical authorities. If medical authorities state that the person poses no unreasonable threat to staff or students, that person shall be allowed to continue to participate in the educational program.

Alternative educational opportunities shall be arranged for students who must be isolated from school for a significant period of time.

Sick leave and medical benefits stipulated by contract shall be honored if an employee requires partial or total isolation due to a communicable disease.

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LEGAL REF.: Sections 111.31 - 111.395 Wisconsin Statutes  
118.01(2)(d)2c  
118.125  
118.13  
118.195  
121.02(1)(I)  
146.81-146.83  
252.15  
252.19  
252.21  
COMM 32, Wisconsin Administrative Code  
HFS 145  
Americans with Disabilities Act of 1990  
Section 504, Rehabilitation Act of 1972  
29 CFR, Part 1910 - Subpart Z

CROSS REF.: 453.3 Rule, Communicable Disease Guidelines  
345 Rule, Guidelines for the Maintenance and  
Confidentiality of Student Records  
411, Equal Educational Opportunity  
511, Equal Employment Opportunities  
523.21, Acquired Immune Deficiency Syndrome  
(AIDS/HIV)  
MTEA Agreement  
MNTA Agreement

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