

**MENOMINEE INDIAN SCHOOL DISTRICT**

523.21

ACQUIRED IMMUNE DEFICIENCY SYNDROME (AIDS/HIV)

Mandatory screening for acquired immune deficiency syndrome (AIDS) or the human immunodeficiency virus (HIV) shall not be required as a condition for working in the educational programs.

The condition of the person with AIDS/HIV shall be considered confidential information that shall be reported only to the appropriate medical authorities as required by law. The infected individual shall be encouraged to allow the release of such information only to appropriate administrators and staff as necessary in order for the affected individual to fulfill his/her job responsibilities.

Personnel who have contracted AIDS/HIV shall be allowed to continue working as long as appropriate and competent medical authorities judge that the condition poses no health threat to that individual, students or co-workers.

When medical authorities judge that the condition of the person with AIDS/HIV renders it possible to continue working, all applicable sick leave and related medical benefits that have been contracted shall be honored.

The status of personnel afflicted with AIDS/HIV shall be monitored by their physicians and appropriate administrators shall also be kept abreast of the individual's status.

If a course of serious illness occurs that affects the AIDS/HIV infected individual, he/she shall present a medical release form to the District Administrator upon his/her return to work.

LEGAL REF.: Sections 252.15 Wisconsin Statutes  
252.19

CROSS REF.: MTEA Agreement  
MNTA Agreement

APPROVED: January 1989

REVISED: February 1989  
November 1994  
January 7, 2004