

### **SUPERINTENDENT'S REGULATION 5-2.3: CONTAGIOUS, INFECTIOUS, OR COMMUNICABLE DISEASE**

The following regulations have been developed for use by school administrators who identify person(s) who they suspect have communicable diseases in the school or work setting. These regulations are for diseases or conditions that are communicable and serious or long term such as Tuberculosis or Hepatitis A; or diseases, that are transmitted by blood or body fluids, such as HIV-1, Hepatitis B, or Cytomegalovirus. Each such determination will be made on a case-by-case basis.

These regulations are not intended to apply to persons suffering from common childhood disease, such as measles, chicken pox, impetigo, strep throat, scarlet fever, head lice, etc.

#### **Employment**

Qualified candidates who possess a disability and who are capable of performing the essential functions of a job (with or without accommodation) will be recruited, selected and employed by the Poquoson City Public Schools without discrimination in any employment practice. Employment opportunities will exist consistent with qualification standards, e.g., personal and professional attributes including skill, experience, education, physical, medical, safety and other established requirements which an individual must meet in order to be eligible for the position held or desired.

#### **Continued Employment**

The following regulations have been developed for School Board personnel who have identified or who have reasonable cause to suspect that an employee is suffering from a communicable disease that poses a substantial risk or danger of infection to the school community. These regulations apply to, but are not limited to, diseases such as Tuberculosis, Hepatitis A, HIV-1, Hepatitis B, or Cytomegalovirus. The employment of such persons shall be made on a case-by-case basis consistent with applicable law.

1. When school personnel have identified, or have reasonable cause to believe, that an employee has a communicable disease that poses a substantial risk or danger of infection to the school community, that person or persons shall notify the relevant school principal or immediate supervisor. The school principal shall immediately notify the division superintendent and/or his designee.
2. The division superintendent and/or his designee will notify the employee of the division superintendent's intent to establish a Review Committee composed of the director of the Public Health Department or a public health physician designated by the director, the employee's family physician, and an administrator appointed by the division superintendent. The division superintendent, in his discretion, may appoint other persons to the Review Committee. The division superintendent or his designee may require that employee to complete a medical evaluation at School Board expense (if the employee utilizes a health agency or physician approved by the School Board).
  - a. After reviewing all pertinent information regarding the employee and consulting with the employee, the Review Committee shall make a recommendation to the division superintendent regarding the employee's attendance at work. The Review Committee may make further recommendations, as it deems appropriate.
  - b. Adults with HIV-1 in school settings shall not be restricted from their normal employment for reasons of the HIV infection unless they have another illness which would restrict employment, so long as the disease or its side effects do not prohibit the employees from fulfilling their job responsibilities or pose a substantial risk or danger of infection to the school community.

3. The Review Committee shall meet within ten (10) working days of being established and shall make its recommendation to the division superintendent as soon thereafter as practical.
4. After reviewing all pertinent information regarding the employee and consulting with the employee and, if appropriate, his principal or immediate supervisor and other persons the Review Committee shall deem necessary, the Review Committee shall make a recommendation to the division superintendent regarding the employee's attendance at work. Such recommendation shall be based upon behavior, neurologic development, and physical condition of the infected employee and the expected type of interaction with others in the proposed setting. The Review Committee may make such further recommendations as it deems appropriate. The division superintendent will notify the employee, in writing, of his decision within five (5) working days after receiving the Review Committee's recommendation. The employee may appeal the division superintendent's decision to the School Board. A written request for such appeal must be submitted to the division superintendent within ten (10) working days of the decision or the right to appeal will be deemed to be waived.
5. As recommended by the American Academy of Pediatrics, special consideration for exclusion from school/work will be made in cases where an infected person is:
  - a. not toilet-trained;
  - b. incontinent;
  - c. unable to control drooling;
  - d. unusually physically aggressive, with a documented history of
  - e. biting or harming others;
  - f. bleeding or possessing weeping skin lesions that cannot be covered.
6. The Review Committee will formulate a plan for periodic review of the employee's status as the disease changes.
7. The employee may be excluded from work pending the division superintendent's decision or any reevaluation. During the period of exclusion the employee shall receive paid administrative leave.
8. All parties involved shall respect the individual's right to privacy. The number of School Board personnel who are informed of the employee's condition shall be kept to the minimum needed to assure proper care of the employee and to detect situations where the potential for transmission may occur (e.g., bleeding or injury).
9. All Poquoson City schools, regardless of whether students or employees with a communicable disease are present, shall adopt routine procedures for handling blood and body fluids.
10. Education will be provided to employees and students about communicable diseases and the methods of reducing the risks of transmission. Employees shall be taught the proper methods of cleaning up spilled body fluids, collecting trash and disinfecting areas, which might be sources of contamination.

### **Reporting and Control**

The Virginia Board of Health issues regulations for disease reporting and control. Under the regulations, any person in charge of a school must immediately report to the local health department the presence of persons with certain enumerated diseases or the suspected presence in his school of individuals who have common symptoms suggesting an epidemic or outbreak of disease. An epidemic is defined as the occurrence in a community or region of cases of an illness clearly in excess of normal expectancy.

### **List of Reportable Diseases**

[Virginia State Board of Health, Reportable Disease List, 12 VAC 5-90-80](#)

Acquired immunodeficiency syndrome (AIDS)  
 Amebiasis \*  
**ANTHRAX** \*  
 Arboviral infection \*  
**BOTULISM** \*  
 Brucellosis \*  
*Campylobacter* infection \*  
 Chancroid \*  
 Chickenpox  
*Chlamydia trachomatis* infection \*  
**CHOLERA** \*  
 Cryptosporidiosis \*  
 Cyclosporiasis \*  
**DIPHTHERIA** \*  
 Ehrlichiosis  
*Escherichia coli* 0157:H7 and other  
 enterohemorrhagic *E. coli* infections \*  
 Giardiasis \*  
 Gonorrhea \*  
 Granuloma inguinale  
**HAEMOPHILUS INFLUENZAE**  
**INFECTION, INVASIVE** \*  
 Hantavirus pulmonary syndrome  
 Hemolytic uremic syndrome (HUS)  
 Hepatitis, Acute Viral  
**HEPATITIS A** \*  
 Hepatitis B \*  
 Hepatitis C  
 Other Acute Viral Hepatitis  
 Human immunodeficiency virus (HIV) infection \*  
 Influenza \*  
 Kawasaki syndrome  
 Lead – elevated blood levels \*  
 Legionellosis \*  
 Leprosy (Hansen disease)  
 Listeriosis

Lyme disease  
 Lymphogranuloma venereum  
 Malaria \*  
**MEASLES (Rubeola)** \*  
**MENINGOCOCCAL INFECTION** \*  
 Mumps \*  
 Ophthalmia neonatorum  
**OUTBREAKS, ALL (including foodborne,  
 nosocomial, occupational, toxic substance-  
 related, waterborne, and other outbreaks)**  
**PERTUSSIS (Whooping cough)** \*  
**PLAGUE** \*  
**POLIOMYELITIS** \*  
**PSITTACOSIS**  
**RABIES, HUMAN AND ANIMAL** \*  
 Rabies treatment, post-exposure  
 Rocky Mountain spotted fever  
 Rubella (German measles), including  
 congenital rubella syndrome \*  
 Salmonellosis \*  
 Shigellosis \*  
 Streptococcal disease, Group A, invasive \*  
 Syphilis (report **PRIMARY and**  
**SECONDARY** syphilis by rapid means) \*  
 Tetanus  
 Toxic shock syndrome  
 Toxic substance related illnesses  
 Trichinosis \*  
**TUBERCULOSIS DISEASE**  
 (MYCOBACTERIA \* ~)  
 Tuberculosis infection in children age <4 years  
 (Mantoux skin test reaction >10mm)  
 Typhoid fever  
 Typhus  
 Vancomycin-resistant *Staphylococcus aureus* \*  
*Vibrio* infection \*  
**YELLOW FEVER**

**CONDITIONS LISTED IN CAPITAL AND BOLD LETTERS** must be reported rapidly to the local health director or other professional employee of the department via telecommunication (e.g., telephone, telephone transmitted facsimile, telegraph, teletype, etc.). Report all other diseases within seven days of diagnosis.

\* These conditions are reportable by directors of laboratories. These and all other conditions are reportable by physicians and directors of medical care facilities as well.

Physicians and directors of medical care facilities should report influenza by number of cases only (and type of influenza, if available).

#### Toxic Substances Related Diseases or Illnesses

Furthermore, all toxic substances-related diseases or illnesses, including pesticide and heavy metal poisonings or illness or disease resulting from exposure to an occupational dust or fiber or radioactive substance, shall be reported.

If such disease or illness is verified or suspected and presents an emergency or a serious threat to public health or safety, the report of such disease or illness shall be by rapid communication as is described above.

Unusual or Ill-defined Diseases, Illnesses, or Outbreaks

Unusual or emerging conditions of public health concern shall be reported to the local Health Department by the most rapid means available.

**POQUOSON CITY PUBLIC SCHOOLS**  
**500 City Hall Avenue**  
**Poquoson, Virginia 23662**  
**(757) 868-3055**

**PHYSICIAN'S CERTIFICATE: PUBLIC SCHOOL EMPLOYEE**

NAME \_\_\_\_\_ SS# \_\_\_\_\_

ADDRESS \_\_\_\_\_  
\_\_\_\_\_

POQUOSON SCHOOL ASSIGNED \_\_\_\_\_

I hereby certify that the above named is believed free of communicable tuberculosis, this date.

SIGNED \_\_\_\_\_, M.D.

ADDRESS \_\_\_\_\_  
\_\_\_\_\_

TELEPHONE NUMBER \_\_\_\_\_

DATE \_\_\_\_\_

I am a licensed physician in \_\_\_\_\_ (State or District), United States.

**PROCEDURES: (Employees Only)**

1. All new employees shall provide a certificate signed by a licensed physician stating that the employee is free of communicable tuberculosis.
2. The completed physician's certificate or X-ray report must be sent to the human resources specialist before starting work.
3. Physician's certificate for substitute teaching must be returned with the substitute information sheet to the human resources specialist.
4. New employees who are pregnant may submit a statement signed and dated by a licensed physician that they are free of communicable tuberculosis, or may have a skin test upon the approval of their physician.

*\*This form is used in compliance with Section 22.1-300, Code of Virginia.*