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# SCHOOL DISTRICT NO. 36 (SURREY)

No. 5209.1

## REGULATION: ACQUIRED IMMUNE DEFICIENCY SYNDROME (AIDS)

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### 1.0 SCHOOL BOARD ADVISORY TEAM

The Superintendent of Schools shall ensure the establishment of an Advisory Team on AIDS.

- 1.1 The Advisory Team, should consist of the Superintendent of Schools, or designate, and the District Medical Health Officer, and may include temporary members as needed.
- 1.2 The team will be responsible for advising on decisions about the type of educational or work setting for specific AIDS infected children or employees.
- 1.3 The team will operate with strict confidentiality and will limit access to information on a "need-to-know" basis.
- 1.4 Although governed by school board policy, the team is directed to treat each case individually within the broad boundaries of this policy.

### 2.0 STUDENTS WITH AIDS

Students infected with AIDS shall have the right to as full and comprehensive an education as possible.

- 2.1 Each student must be treated as unique by all concerned.
- 2.2 The Superintendent of Schools, or designate, will make a decision concerning the educational plan for a child with AIDS after consultation with the child's parents or guardians, the physicians involved in the case and appropriate school personnel.
- 2.3 Should the educational plan for a child with AIDS involve alternative instruction, steps shall be taken to ensure that the teacher(s) providing such instruction fully understand(s) the situation of the student.

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**3.0    SCHOOL PERSONNEL WITH AIDS**

Any school board employee infected with AIDS has the right to continued employment as long as the individual is able to adequately perform his/her job without danger to self or others.

- 3.1    If the school board becomes concerned about the state of the employee's health, the school board may order the employee to receive a medical examination under Section 110, subsection 2 of the *School Act*.
- 3.2    Upon confirmation of a diagnosis of AIDS, the employee may be assessed by the District Medical Health Officer. The results will be reported to the Superintendent of Schools with appropriate recommendations.
- 3.3    If an employee who has a confirmed diagnosis of AIDS wishes to continue working, and the Advisory Team concurs, the options that may be considered by the Advisory Team in each case are:
  - (a)    the continuation of the employee in his/her current position;
  - (b)    the transfer of the employee to another position that is deemed "of less risk" by the Advisory Team.
- 3.4    When an employee with an AIDS related illness becomes too ill to work, full access to entitled benefits, including sick leave, medical benefits and long term disability will be ensured.