

## **STAFF HEALTH**

Code **GBGA** Issued **12/01**

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Purpose: To establish the basic structure for health screening of center employees.

### **Health screening**

The center will not initially hire any person to work in any public school or kindergarten until that person has been appropriately evaluated for tuberculosis according to guidelines approved by the South Carolina Board of Health and Environmental Control. The center will not require re-evaluation for employment in consecutive years unless otherwise indicated by such guidelines.

Any person applying for a position in the center, will, as a prerequisite to employment, secure a health certificate from a licensed physician certifying that such person does not have tuberculosis in an active stage.

The physician will make the aforesaid certificate on a form supplied by the South Carolina Department of Health and Environmental Control.

If the center has questions or concerns regarding the physical or mental capability of an employee, the center may require an appropriate health examination.

### **Communicable diseases**

The board defines a chronic communicable disease as a persistent or recurring infection that may be transmitted to a susceptible person by contact with an infected individual. The National Centers for Disease Control will be the definitive authority on the identification and transmission of chronic communicable diseases.

It is not the policy of the center to automatically suspend employees with a chronic communicable disease. It is the policy of the center, however, to protect the health of members of the community by implementing a program of education, prevention and reporting with respect to chronic communicable diseases in cooperation with state and local public health agencies.

### **Staff health**

The center may reassign an employee with a chronic communicable disease to a position that limits student/employee contact. Alternatively, the center may place the employee on medical leave if medical judgment substantiates that said employee poses a significant health threat to students and/or other employees. The board reserves the right to remove or exclude any employee whose physical condition would interfere with his/her ability to work or would expose other students or employees to infection.

Employees with acquired immunodeficiency syndrome (AIDS) or human immunodeficiency virus (HIV) should be under no work restrictions in the center, unless medical impairments exist which are so severe as to be a hazard for the employee, students or other employees. Such employees present no appreciable infection risk to others under normal working conditions.

The center will make decisions regarding appropriate placement of employees known to center officials to have AIDS or HIV infection (upon adequate documentation from the employee's physician) on a case-by-case basis.

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When an employee has been removed or excluded as provided above, the board may require a satisfactory certificate from one or more licensed physicians that the employee's presence is no longer a risk to the employee or to others at the center.

The center will notify other staff and students of the existence of a communicable disease in accordance with regulations and guidelines propounded by the South Carolina Department of Health and Environmental Control.

The center will not screen employees for AIDS or HIV infection as a condition for employment. The identity of any employee with AIDS or HIV infection and any medical record for such an employee will be confidential.

The director will be responsible for assuring that procedural safeguards are used when determining the employment status of employees with chronic communicable diseases.

### **Bloodborne pathogens**

The center has prepared and implemented a model exposure-control plan for all employees. This plan includes appropriate training for those employees who may be likely to incur occupational exposure to blood or other potentially infectious materials. A copy of the plan is on file in the director's office.

Adopted 12/18/01

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#### Legal references:

- A. South Carolina Code, 1976, as amended:
  - 1. Section 44-29-150 and 160 - Tuberculin test required of new employees.
  - 2. Section 44-29-200 - Attendance of teachers or pupils with contagious or infectious disease may be prohibited.
- B. State Board of Education Regulations:
  - 1. R-43-207 - All personnel will be screened for tuberculosis.
- C. Department of Health and Environmental Control Regulations:
  - 1. R-61-20 - Communicable diseases.
  - 2. R-61-22 - Evaluation of school employees for tuberculosis.