

Personnel — Certified/Non-Certified

Employee Safety

General

Employees are entitled to work under safe conditions and shall be provided necessary training in safety techniques and precautions. The Superintendent of Schools and administrative staff shall maintain safe and healthy work places in each school and district facility with safe equipment and proper materials; safe methods and practices shall be developed and practiced by staff and students.

Use of Physical Force

Employees may use reasonable physical force as necessary to protect themselves from attack, to protect another person or property, to quiet a disturbance which threatens physical injury to others, or to obtain possession of weapons or other dangerous objects.

Physical Assaults on Teachers, Administrators, Other School Personnel, and Students

Employees shall report, as soon as possible, assaults on them in connection with their employment to their Principal or other immediate supervisor who shall further report such assault to the local police. The Principals or supervisor shall notify the Superintendent of the incident.

The employee may also, in his/her discretion, file a complaint with the local police.

The Superintendent shall maintain records of any assaults for required reports to the Commissioner of Education.

Legal Protection of Employer

As required by the general statutes, the Board of Education shall indemnify Board members and employees.

(cf. 4113/4213 - Provisions of Negotiated Agreements)

Legal Reference: Connecticut General Statutes
 10-233g Boards to report school violence. Reports of principals to police authority.
 10-235 Indemnification of teachers, board members and employees in damage suits; expenses of litigation.
 10-236a Indemnification of educational personnel assaulted in the line of duty.
 53a-18 Use of reasonable physical force...

Policy adopted: August 18, 2009

PUTNAM PUBLIC SCHOOLS
Putnam, Connecticut

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Employees With HIV, ARC and AIDS

The purpose of this policy is focused on the protection of school employees for continued employment. Any staff member diagnosed as having HIV, ARC or AIDS is not prohibited from reporting for duty. However, if the employee evidences symptoms which are considered according to most current scientific information to pose a risk of transmission to others, recommendations may be made for a more appropriate work assignment.

Medical information available indicates that it is extremely unlikely that AIDS may be transmitted from one individual to another by the type of casual contact that occurs in the school setting. Current research indicates Acquired Immune Deficiency Syndrome (AIDS) is caused by a virus called HIV. A milder form of AIDS is called AIDS Related Complex (ARC). AIDS is transmitted only through blood-to-blood or intimate sexual contact, or from mother to fetus.

The Board recognizes the need to protect individual rights and the health of persons infected with AIDS as well as the rights and health of those not infected. As an employer, the Board recognizes its obligation to provide not only an objectively safe environment for all employees, but also an environment where employees and students do not have fears for their health and safety.

Employees diagnosed with AIDS will be treated as any worker with a life-threatening illness, such as heart disease or cancer. In situations where there are questions about the existence of risk, the Superintendent or the employee may request review by an Advisory Panel.

Advisory Panel

Continued active employment will be based on the recommendation resulting from a meeting involving the employee, the employee's physician, the public school's medical doctor, the Superintendent or his/her designee, and a physician specializing in infectious diseases. The school physician shall act as the chairperson of the evaluation team.

Their recommendation will be evaluated periodically through meetings among the three physicians, who will make their judgments based on the medical needs of the employee and the best interests of the Putnam Public School's personnel and student body. As long as employees are able to meet acceptable performance standards, and medical evidence indicates that their condition is not a threat to others, employees shall be assured of continued employment.

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Employees With HIV, ARC and AIDS (continued)

Confidentiality

Throughout this process, confidentiality will be maintained. Only those administrators with a clear need to know should be informed of an employee's health condition.

Based upon the evaluation, the Superintendent may assign the employee to return to his/her usual place of employment unconditionally or to a work assignment under restrictive conditions. Also the Superintendent may seek to have the employee utilize sick leave or be placed on a leave of absence.