

***Recommended Revisions to DBB (Local) Employment Requirements and  
Restrictions: Medical Examinations and Communicable Diseases  
July 1, 2008***

**SUMMARY:**

This item requests approval of changes to policy DBB (Local)

**PREVIOUS BOARD ACTION:**

The Board previously reviewed policy DBB (Local) as a Workshop item at their June 10, 2008 and June 24, 2008 Board meetings. The Board also approved on first reading the proposed changes to this policy on June 24, 2008.

**BACKGROUND INFORMATION:**

Several months ago at an elementary campus we had a student observer from one of the universities who came into classrooms and to another to school function who, as is turned out later, had extensively drug-resistant tuberculosis and had to be hospitalized for treatment. Working with the health dept., we sent out parent letters, and had health dept. nurses come to the campus to do TB testing and prophylaxis. It turned out well with minimal disruption, but there was potential for a big mess.

Our policy for students who come to DISD from countries where TB is endemic is that they are required to have a TB test (done in the United States within 120 days of registering for school) that is negative, or a negative chest Xray, or, in some cases, a documented assessment of no exposure to TB, nor any signs/symptoms of TB in themselves or family members.

Modifying our current DBB Local to have the same requirements of employees, volunteers, student teachers, student nurses, dental hygiene students, counselor and special education interns, and student observers, etc . prior to their coming into our buildings would minimize chance of exposure to active tuberculosis.

**SIGNIFICANT ISSUES:**

An expected outcome of reviewing and recommending changes to the existing policy would be clear expectations of TB screening and follow up for all positions named above, thus limiting possible exposure to this communicable disease. Each entity (universities, schools of nursing, etc.) and person would know ahead of time what was expected regarding documentation of TB testing, and what criteria would have to be met in order for the person to come onto campus for their varied purposes.

While there are many communicable diseases other than TB that may need to be addressed at another time, this current recommended change is simple, can be facilitated quickly, and is well-supported by HR and the principals who have responded so far to a request for input.

**FISCAL IMPLICATIONS:**

None at this level of change, except the time to educate the HR staff to the changes. The cost for getting the TB test and any needed follow up would be borne by the person wanting to come into the district facilities.

The **cost of *not* paying attention** to this could be extensive and not limited to just money costs, including:

the potential for increased absenteeism, fear of tuberculosis spread, higher sub use, public relations costs of trying to defend why we don't clearly define/enforce screenings and/or assessment of signs and symptoms of TB, the possibility of exposed children/employees to tuberculosis, and the cost of providing follow-up drugs or other treatment in the event of actual exposure.

**BENEFIT OF ACTION:**

Passage will provide an additional layer of protection to our school population (students, faculty, staff) from exposure to active tuberculosis.

**PROCEDURAL AND REPORTING IMPLICATIONS:**

New procedures will require HR staff training in acceptance and entry process for all new employees, student teachers, interns, student observers, etc. who come to Denton ISD from countries where TB is endemic.

**PUBLIC COMMENT RECEIVED:**

None

**ALTERNATIVES:**

No alternative actions are proposed at this time

**OTHER COMMENTS:**

Have discussed implications to Human Resources Dept. with Dennis Stephens; he is in full agreement with this recommendation. Some principals have responded, that input has been positive for the TB recommendation, and would like more time to consider more changes at a later date.

**SUPERINTENDENT'S RECOMMENDATION:**

*Accept revisions to policy DBB (Local) on 2<sup>nd</sup> reading as presented, with consideration of further recommendations at a later date when more input is obtained from principals, school nurses, and human resources.*

**STAFF PERSONS RESPONSIBLE:**

Theresa Grant

**ATTACHMENT:**

Draft DBB Local

**APPROVAL:**

Signature of Staff Member Proposing Recommendation:

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Signature of Divisional Assistant Superintendent:

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Signature of Superintendent:

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