

Board Policy P-11: School Employee Immunizations



REFERENCES

[P-11: Administrative Procedures, School Employee Immunizations](#)

[Utah Code Ann. §§26A-1-114, -121, Local Health Authorities](#)

[Utah Code Ann. §53G-9-303 Immunizations required -- Exceptions -- Grounds for exemption from required immunizations](#)

[Salt Lake County Health Department, Regulation #38, Certificate of School Employee Immunization Requirements](#)

THE POLICY

The Salt Lake City School District Board of Education recognizes that schools are potentially high-risk areas for transmission of vaccine-preventable diseases. While immunization is an important health requirement for students, it is equally important for school employees to be protected against vaccine-preventable diseases. Employee vaccination can effectively decrease the number of days that both staff and students miss due to illness, and therefore lessen the disruption to the learning environment and reduce the incidents of missed educational opportunities. The board encourages employees to be vaccinated in accordance with the Salt Lake County Health Department immunization recommendations for school employees, available at: <https://slco.org/globalassets/1-site-files/health/regs/imms.pdf>.

In accordance with all applicable health codes and regulations, the board requires school employees to provide proof of immunization, exemption, or proof of immunity in the event of an outbreak of a vaccine-preventable communicable or infectious disease. While the immunization requirements may be amended, currently school employees must have documentation of immunity to or vaccination against MMR, Tdap, and Varicella. In the event of an outbreak, school employees who have not been immunized may be excluded from school. Additionally, an individual who is suffering from any communicable or infectious disease, whether acute or chronic, may be excluded from school if the individual is likely to convey the disease to those in attendance.

The purpose of this policy is to protect the health of all district stakeholders by ensuring that all school employees comply with the state's immunization requirements and that, in the event of an outbreak, non-immunized employees can be identified in a timely manner.

The district has set forth its specific processes for implementing this board policy through the accompanying [administrative procedures](#).

No district employee or student shall be subjected to discrimination in employment or any district program or activity on the basis of age, color, disability, gender, gender identity, genetic information, national origin, pregnancy, race, religion, sex, sexual orientation, or veteran status. The district is committed to providing equal access and equal opportunity in its programs, services and employment including its policies, complaint processes, program accessibility, district facility use, accommodations and other Equal Employment Opportunity matters. The district also provides equal access to district facilities for all youth groups listed in Title 36 of the United States Code, including scouting groups. The following person has been designated to handle inquiries and complaints regarding unlawful discrimination, harassment, and retaliation: Tina Hatch, Compliance and Investigations/Title IX Coordinator, 406 East 100 South, Salt Lake City, Utah 84111, (801) 578-8388. You may also contact the Office for Civil Rights, Denver, CO, (303) 844-5695.