

INFECTION CONTROL PROGRAM

In order to safeguard the school community from the spread of certain vaccine preventable diseases and in recognition that prevention is a means of combating the spread of disease, the Board requires that susceptible school staff members and volunteers provide a record of immunization or proof of immunity against TD (Tetanus-Diphtheria) and MMR (Measles, Mumps and Rubella) and Chicken Pox. Staff members born prior to January 1, 1957 need not provide evidence of immunity to measles; staff members born before January 1, 1980 need not provide evidence of immunity as related to Chicken Pox; these individuals are considered naturally immune.

To facilitate this prevention program, the Board authorizes the Superintendent, or designee, to make arrangements for staff immunization at a convenient time and place, and at a nominal cost to the staff member. A "susceptible" staff member may be exempt from the requirements for immunization by filing a written objection to such immunization on the basis of religious or philosophical grounds, when a private physician certifies that the staff member's physical condition contraindicates immunization, or when the staff member provides documentation of immunity by a titer/blood test.

In the event of an outbreak of a vaccine-preventable disease in school, the local health officer has the authority to exclude a susceptible staff member. A staff member granted an exemption for religious, philosophical or medical reasons or without an acceptable immunization record on file may be excluded, as he/she is considered to be susceptible. If excluded he/she is not eligible to receive sick leave benefits because of the exclusion itself. To qualify for benefits, he/she must be ill or temporarily physically-disabled.

The Superintendent, or designee, shall evaluate all job duties of district employees to determine which employees have reasonably anticipated on-the-job exposure to blood or other potentially infectious material. The district shall maintain a list of job classifications where employees have reasonably anticipated exposure to blood or other potentially infectious material. The hepatitis B vaccine shall be provided, at the district's expense, to all employees identified as having risk of directly contacting blood or other potentially infectious material at work.

In the event that an employee has a specific exposure to blood or other potentially infectious material, the employee will be provided, at district expense, with confidential medical evaluation, follow-up and treatment, if indicated.

The district shall provide annual training to all employees with reasonably anticipated exposure to blood or other potentially infectious material. All employees shall receive district provided training on HIV/AIDS within six months of initial employment.

Records shall be kept in strict confidence regarding the hepatitis B vaccine status of all employees with reasonably anticipated exposure to blood or other potentially infectious material and for each occupational exposure an employee has to blood or other potentially infectious material. The records shall be kept for the duration of the employee's employment, plus thirty years. The district shall also keep records that employees have received appropriate training.

Legal References: WAC 246-110-001
296-62-08001
392-198

Control of communicable disease
Bloodborne pathogens
Training — school employees HIV/AIDS

Adopted: August 24, 2009