

Infection Control Program

Immunization

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 school staff members, including substitutes, provide documentation of immunization, evidence of immunity against certain vaccine-preventable diseases, or filing an exemption to one or more vaccinations recommended to school staff. Volunteers with the school district are strongly urged to provide the same documentation. The following immunizations are recommended for school staff: measles, mumps, rubella (MMR), varicella (chickenpox), diphtheria, tetanus, and pertussis (Tdap and Td), and influenza (flu). Staff members born prior to January 1, 1957 need not provide evidence of immunity to measles; these individuals are considered naturally immune.

All newly employed (including substitutes) have 30 days to submit the above to the district office. (Ephrata language)

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. 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, or is otherwise provided for in a collective bargaining agreement.

If available, other paid leave days may be used during this time, with the exception of professional days, association leave, or sick leave as previously stated.

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 to 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 and other follow-up as required by law.

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.

Cross References:	3414 - Infectious Diseases 5630 - Volunteers
Legal References:	Chapter 246-110 WAC Contagious Disease -- School Districts and Child-care Centers Chapter 296-823 WAC Occupational Exposure to Bloodborne Pathogens Chapter 392-198 WAC Training - School Employees - HIV/AIDS Governor's Proclamation Number 21-14.1 (COVID-19 Vaccinations Requirements)
Management Resources:	2021 - October Issue 2020 - September Alert 2015 - June Policy Issue 2015 - April Policy Issue