

## **INFECTION CONTROL: 6512**

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### **Vaccine Requirements**

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, staff members, including substitutes, student teachers and volunteers, are encouraged to complete an *Immunization History* form to be placed on file at the District office. The immunization record should include immunizations against TD (Tetanus-Diphtheria) and MMR (Measles, Mumps and Rubella). Staff members born prior to January 1, 1957 need not provide evidence of immunity to measles; these individuals are considered naturally immune. Other staff will need to provide dates of required vaccines or documentation of immunity blood test.

A 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, or when a licensed health provider certifies that the staff member's physical condition contraindicates immunization.

In the event of an outbreak of a vaccine-preventable disease in school, the local health department office 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.

If a staff member needs to be immunized, he/she should contact a personal physician or clinic. Immunizations may also be available at a nominal cost from the county health department.

### **Infectious Disease Reporting**

The Health Department will notify Health Services when a District employee is diagnosed with a reportable disease that may pose a risk to others in the school setting. The staff member may be excluded from school by written verification from a licensed health provider when it is determined that their presence at work poses significant risk to the staff member, other staff members, or students. Health Services will comply with direction from the health department regarding the notification of other District staff and students as well as any recommendations regarding exclusion.

### **Bloodborne Pathogens: Exposure Control Plan**

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.

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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 new employees shall receive District-provided training within six (6) 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 (30) years. The District shall also keep records that employees have received appropriate training.

Cross References:   Administrative Policy – 3413   Student Immunization  
                          Administrative Policy – 3414   Control of Infectious Diseases

Legal References:   RCW 28A.210.010   Contagious diseases-Limiting Contact  
  
                          WAC 246-110           Contagious disease–School districts/Daycare centers  
                          WAC 246-110-020   Control of communicable (contagious) disease  
                          WAC 296-62-08001   Blood borne pathogens  
                          WAC 392-198           Training-School employees–HIV/AIDS