PERSONNEL

Staff Immunization and Infectious Disease

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 strongly urges that susceptible school staff members (including volunteers) provide evidence of immunity against TD (Tetanus-Diphtheria) and MMR (Measles, Mumps, and Rubella).

The following immunizations are recommended for staff:

- 1. Rubeola (hard measles) vaccine for individuals born after January 1, 1957 who have not received measles vaccine since 1968 or were immunized prior to 12 months of age. Evidence of a second dose of measles vaccine is required if immunized prior to 1968.
- 2. Mumps vaccine for individuals born after January 1, 1957 who have not had mumps or received mumps vaccine.
- 3. Rubella (German measles) vaccine for those who do not have proof of immunity as documented by a blood titer or date of rubella vaccine received after July, 1989. (The above three immunizations can be administered in one injection.)
- 4. Tetanus-Diphtheria booster immunization every 10 years.

Such a precaution is advisable for protecting the school staff, students, and those with whom they are in contact outside the school setting.

To facilitate this prevention program, the Board authorizes the superintendent to make arrangements for staff immunization at a convenient time and place 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 grounds or when a private physician certifies that the staff member's physical condition contra-indicates immunization or blood titer.

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 who has not filed an immunization record with the district. Exemptions granted for religious or medical reasons or those without an acceptable immunization record on file may be excluded, as these staff are considered susceptible. A staff member who is excluded is not eligible to receive sick leave benefits for such purpose unless he/she is ill or temporarily physically disabled.

A staff member who knowingly has contracted a medically-diagnosed infectious disease shall notify the superintendent immediately. Information regarding the staff member's health status shall be treated as confidential and, subject to the infected staff member's permission, limited to those who have a "need to know".

The district is committed to protecting students and staff from the exposure to serious public health threats. At the same time the district will protect the staff member from discriminatory treatment in the event of any diagnostic health report or finding. A medical health officer may exclude a staff member when he/she determines that: the staff member's health condition is endangering others; the environment has become a danger to his/her; or the staff member is too ill to work. Such a staff member shall be classified as "disabled" and granted a leave of absence until further diagnosis has been made. The superintendent and physicians shall meet and confer to determine the extent to which reasonable accommodation may be necessary as a result of the disability. A staff member may be permitted to return from disability leave upon the recommendation of the local health officer and the staff member's private physician.

Legal Reference: <u>RCW 49.60.030</u> Freedom From Discrimination

WAC 246-101-420 Responsibilities of Schools

246-110-020 Contagious Disease--School
Districts and Day Care Centers

Adopted: June 10, 1992

Reviewed: November 17, 2010