

PERSONNEL

Infectious Disease Control

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, the board strongly urges that susceptible school staff members (including volunteers) provide evidence of immunity against TD/TDAP (Tetanus-Diphtheria-Pertussis) 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. The board authorizes the superintendent to make arrangements for staff immunizations as needed.

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 who objects to immunization for religious, philosophical or medical reasons or who does not provide an acceptable immunization record may be excluded, as he or she is considered to be susceptible. If excluded, he or she is not eligible to receive sick leave benefits because of the exclusion itself. To qualify for benefits, he or she must be ill or temporarily physically-disabled.

Exclusion Due to Serious Illness: The board authorizes the superintendent or designee to exclude an employee or volunteer who has been diagnosed by a physician or is suspected of having an infectious disease in accordance with the regulations within the most current Infectious Disease Control Guide. The supervisor and/or school nurse shall report the presence of suspected case or cases of reportable communicable disease to the appropriate local health authority as required by the State Board of Health. Such information concerning an employee or volunteer's present and past health condition shall be treated as confidential. The district shall cooperate with the local health officials in the investigation of the source of the disease.

An employee's personal physician may recommend absence from school if the environment has become a danger to him or her, or if the employee is too ill to work. The employee may be granted a medical leave of absence under the terms of applicable district policy.

Infectious Disease Control Program: 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 reasonable 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.

Any medical records in the possession of the district 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:	Board Policy 3414	Infectious Disease
Legal References:	WAC 246-110-001 WAC 296-62-08001 WAC 392-198	Control of communicable disease Bloodborne pathogens Training – school employees – HIV/AIDS
Adoption Date:	June 10, 2008	