

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 strongly urges that susceptible school staff members (including volunteers) be immunized against TD (Tetanus-Diphtheria) and MMR (Measles, Mumps and Rubella). Staff members borne prior to January 1, 1957 need not be immunized for measles; these individuals are considered naturally immune.

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, or when a private physician certifies that the staff member's physical condition contraindicates immunization or when the staff member provides documentation of immunity by 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 acceptable proof of immunization 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 job classifications present reasonably anticipated on-the-job exposure to blood or other potentially infectious material. The district shall maintain a list of these job classifications. 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 as a result of the performance of the employee's duties, the employee will be provided at district expense, with confidential medical evaluation, and post exposure evaluation follow-up and treatment including a hepatitis B vaccine, if indicated. Records shall be maintained in accordance with the law.

The district shall provide training on HIV/AIDS to all newly hired school district employees within six months from the first day of employment in the district. The district shall also ensure that significant new discoveries or changes in accepted knowledge of transmission, prevention, and treatment are provided to all employees as required by law.

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 Reference: Board Policy 3414 Infectious Disease

Legal References: WAC 246-110-001 Control of communicable disease
296-62-08001 Bloodborne pathogens
392-198 Training—school employees—HIV/AIDS