

POLICY 5130: 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 susceptible school staff members, including volunteers, provide evidence of immunity 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.

To facilitate this prevention program, the board authorizes the superintendent to make arrangements for staff immunization at a convenient time and place, and 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 or philosophical grounds, or when a private physician certifies that immunization is inadvisable due to the staff member's physical condition, 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 or volunteer. 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.

Infectious Disease Reporting:

A staff member or volunteer who knowingly has contracted a medically-diagnosed reportable disease that could be transmitted in the school setting is expected to notify his/her supervisor immediately. A reportable disease must be reported to the local health officer.

The fact that a staff member has been tested for a sexually transmitted disease, the test result, and any information relating to the diagnosis or treatment of a sexually transmitted disease must be kept strictly confidential. If the district has a release, the information may be disclosed pursuant to the restrictions in the release.

ADOPTED: January 27, 1994

Exclusion Due to Serious Illness:

A staff member or volunteer who has contracted a medically-diagnosed infectious disease may be excluded from school by written order of the local health officer. Any decision to exclude such staff member or volunteer from the work place shall be made only after the written concurrence of the health officer and the staff member or volunteer's private physician that the staff member' or volunteer's admittance poses significant risk to the staff member, other staff members, volunteers, or students.

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 or volunteer from discriminatory treatment in the event of any diagnosed health condition or report.

The staff member's personal physician may recommend absence from school if the environment has become a danger to him/her or the staff member is too ill to work. Such staff member shall be classified as "disabled" and granted a leave of absence until further evaluation of the health condition has been made. The superintendent and the physician shall meet and confer to determine the extent to which reasonable accommodation may be necessary as a result of the disability. A staff member shall be permitted to return from disability leave upon the recommendation of the local health officer and the staff member's private physician.

Infection 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 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.

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 follow-up, as required by law.

All employees shall receive district provided training on HIV/AIDS within six months of initial employment. The district shall provide annual training to all employees and volunteers with reasonably anticipated exposure to blood or other potentially infectious material.

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 verifying employees have received appropriate training.