

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 requires that school staff members provide documentation of immunization, evidence of immunity against certain vaccine-preventable diseases, or filing an exemption to one or more vaccinations recommended to school staff. Volunteers with the school district are strongly urged to provide the same documentation. The following immunizations are recommended for school staff: measles, mumps, rubella (MMR), varicella (chickenpox), diphtheria, tetanus, and pertussis (Tdap and Td), and influenza (flu). Staff members born prior to January 1, 1957 need not provide evidence of immunity to measles; these individuals are considered naturally immune.

All newly employed (including substitutes) have 30 days to submit the above to the district office.

A “susceptible” staff member may be exempt from one or more of the immunizations recommended for school staff by the Washington Department of Health by filing a written objection to such immunization on the basis of religious or philosophical grounds, 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 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 will be excluded from work activities without pay until the local health officer determines the threat of disease has decreased enough to allow “susceptible” employees to return to work. He/she is not eligible to receive sick leave benefits because of the exclusion itself. To qualify for sick leave benefits, he/she must be ill or temporarily physically-disabled. If available, other paid leave days may be used during this time, with the exception of professional days, association leave, or sick leave as previously stated.

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 to 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 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.

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 as required by state and federal laws.

(cf. 3414 Infectious Disease)

Legal References: WAC 246-110-001 Control of communicable Disease
 WAC 296-62-08001 Bloodborne pathogens
 WAC 392-198 Training, school employees, HIV/AIDS
Management Resources: PNA 9802.02 Workplace violence policies stress prevention