

### **Infectious Disease Control**

#### **A. Vaccine Requirements**

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 requests school employees and volunteers provide evidence of immunity against TD (Tetanus-Diphtheria) and MMR (Measles, Mumps and Rubella) (Considered naturally immune, persons born prior to January 1, 1957 need not provide evidence of immunity to measles.).

To facilitate prevention, the board strongly urges non-immunized personnel to arrange for immunization, either with their personal physicians or with the Public Health Department. A susceptible employee may be exempt from the requirements under the following circumstances: when the person files a written objection to such immunization on the basis of religious grounds, when a private physician certifies that the person's physical condition contraindicates immunization, or when the person provides documentation of immunity by blood test.

In an outbreak of a vaccine-preventable disease in school, the local health officer has the authority to exclude a susceptible employee for the duration of the health danger. An employees granted an exemption for religious, philosophical or medical reasons or without an acceptable immunization record on file may be excluded from the workplace, as he/she is considered to be susceptible.

#### **B. Infectious Disease Reporting**

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

State law specifically requires that the following information be kept strictly confidential: 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 (Testing positive for HIV or having ADIS is considered a sexually transmitted disease and is covered by the statute.). This information may be disclosed pursuant to the restrictions in the district's consent for Release of Sensitive/Confidential Information form..

#### **C. Exclusion Due to Serious Illness:**

A staff member 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 person from the work place shall be made only after the written concurrence of the health officer and the employee's private physician that the person's admittance poses significant risk to the employee, other employees 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 from discriminatory treatment in the event of any diagnosed health condition or report. If the employee's personal physician recommends absence from work because the environment has become a danger to him/her or the employee is too ill to work, the employee shall be classified as disable and granted a leave of absence until further evaluation of the health condition has been made. The superintendent/designee and the physician shall meet and confer to determine the extent to which reasonable accommodation may be necessary as a result of the disability. Upon the recommendation of the local health officer and the staff member's private physician, the employee shall be permitted to return from disability leave.

D. 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.

If an employee has a specific exposure to blood or other potentially infectious material, the district will provide a confidential medical evaluation, follow-up and treatment for the employees, at district expense.

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 and hepatitis B, the district will train newly hired employees on HIV/AIDS within six months of initial employment and on hepatitis B within 10 days of employment.

The district shall be kept in strict confidence all records 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. Also, the district shall maintain employee training records.

Cross reference:

Policy	3414	Infectious Disease
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Legal References:

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

Adopted March 10, 1993