

GRANITE FALLS SCHOOL DISTRICT

PERSONNEL

POLICY 4055: STAFF IMMUNIZATION AND INFECTIOUS DISEASE CONTROL

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 (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.

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, when a private physician certifies that the staff member's physical condition contradicates 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 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.

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 Snohomish County Health Department immediately.

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.

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 staff member from the work place shall be made only after the written concurrence of the health officer and the staff member's private physician that the staff member's admittance poses significant risk to the staff member, other staff members 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.

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 a 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 maybe 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.

The superintendent or designee shall evaluate all job duties of district employees to determine which employee has 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 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 Hepatitis B and HIV/AIDS by January 1993 and 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.

Cross Reference: Policy 5065

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

ADOPTED: MAY 16, 1991

AMENDED: JUNE 17, 1993

APRIL 27, 2000