

## MANAGEMENT SUPPORT SERVICES

### Infection Control Program

In order to safeguard the school community from the spread of certain vaccine-preventable diseases, the Board requires that susceptible school staff members and strongly urges that volunteers provide evidence of immunity against 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 contraindicates immunization, or when the staff member provides documentation of immunity by blood test. Susceptible, as related to measles, means any person born after 1/1/57 who hasn’t received the measles vaccine and hasn’t provided proof of immunity.

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. Volunteers will be notified by building administrators of an outbreak of a vaccine-preventable disease so volunteers can take measures to protect themselves.

All employees shall receive District provided training on bloodborne pathogens, including HIV/AIDS and Hepatitis B within sixty days of initial employment. Employees with reasonably anticipated exposure to blood or other potentially infectious material\* will receive training within 10 days of employment, and annually thereafter.

The Hepatitis B vaccine shall be offered at the District’s expense to all employees identified as having reasonably anticipated exposure to blood or other potentially infectious material at work. The identified employees are eligible for both the prevention program and post exposure control. 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 descriptions in which employees have reasonably anticipated exposure to blood or other potentially infectious material.

\* Potentially infectious human body fluids are blood, semen, vaginal secretions, cerebrospinal fluid, synovial fluid, pleural fluid, pericardial fluid, peritoneal fluid, amniotic fluid, saliva in dental procedures, any body fluid that is visibly contaminated with blood and all body fluids in situations where it is difficult to differentiate between body fluids.

In the event that an employee has a specific on the job exposure to blood or other potentially infectious material, the District will provide confidential medical evaluation, treatment, and follow-up, if indicated.

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.

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**Cross Reference:**

(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

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