

## 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 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.

To facilitate this prevention program, the superintendent may 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, 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 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.

### 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.

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.

### 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 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 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, 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 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: Board Policy 3414 Student Immunization

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

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### Infectious Disease Control

#### Immunization:

Staff members, including substitutes, student teachers and volunteers, are encouraged to complete an Immunization History form to be placed on file at the district office. In the event of an outbreak of a vaccine-preventable disease in school, the local health officer has the authority to exclude all susceptible persons, including school staff. This authority would likely be exercised in the event of one or more cases of measles or rubella within the school. Susceptible, as related to measles, means any staff member born after January 1, 1957.

A staff member may claim an exemption for health, religious or philosophical reasons. However, such a staff member who files an exemption may be excluded if an outbreak occurs at his/her school. A staff member who is excluded is not eligible to receive sick leave benefits unless he/she is ill or physically disabled or is otherwise provided for in the collective bargaining agreement.

If a staff member needs to be immunized, he/she should contact a personal physician or clinic. Immunizations may also be available at a nominal cost from the county health department.

#### Confidentiality:

Release of information regarding the testing, test result, diagnosis or treatment of an employee for a sexually transmitted disease may only be made pursuant to an effective release and only to the degree permitted by the release. To be effective a release must be signed and dated, must specify to whom the release may be made and the time period for which the release is effective. Any disclosures made pursuant to a release must be accompanied by the following statement:

"This information has been disclosed to you from records whose confidentiality is protected by state law. State law prohibits you from making any further disclosure of it without the specific written consent of the person to whom it pertains or as otherwise permitted by state law. A general authorization for the release of medical or other information is not sufficient for this purpose."

#### Infection Control Program:

The district's infection control program shall be consistent with WAC 296-62-08001, Bloodborne Pathogens and the Guidelines for Implementation of Hepatitis B and HIV School Employee Training published by the Superintendent of Public Instruction.

All employees with reasonably anticipated on-the-job exposure to blood or other potentially infectious material shall be identified. 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. Examples of employees with reasonably anticipated risk of exposure include, but are not limited to, school nurses; teachers and aides in classrooms for the developmentally disabled, the institutionalized or group home residents; bus drivers of such students, or who provide first aid; communication disorders specialists for such students; coaches or assistants who provide first aid, and first aid providers. All job duties should be evaluated for the risk of exposure to blood or potentially infectious material. The district shall maintain a list of job classifications with reasonably anticipated exposure to blood or other potentially infectious material.

All employees identified as having reasonably anticipated exposure to blood or other potentially infectious material shall be offered the hepatitis B vaccine at the district's expense.

If an employee has a specific exposure to blood or other potentially infectious material, the district will provide a free and confidential medical evaluation and follow-up performed by an appropriately trained and licensed health care professional. Any necessary post-exposure treatment shall be provided.

Employees with reasonably anticipated exposure to blood and other potentially infectious material shall participate in district-provided training within ten days of employment and annually. The training shall include:

- a general description of bloodborne diseases
- an explanation of modes of transmission of bloodborne pathogens
- an explanation on the use and limitations of methods of control
- information about personal protective equipment
- information on the hepatitis B vaccine
- a description of procedures to follow if an exposure incident occurs
- an explanation of signs, labels, tags and color coding used to designate biohazards
- where to obtain a copy of WAC 296-62-08001, Bloodborne Pathogens
- an explanation of the district's infection control plan and how to obtain a copy
- how to identify tasks and activities that may involve exposure to blood or other potentially infectious material
- appropriate actions to take in emergencies involving blood or other potentially infectious material

The training shall be provided by a qualified person and shall include opportunities for questions and employees will be made aware of the hepatitis B vaccine availability

The district shall provide training to all employees regarding HIV/AIDS. The training shall be provided by January 1993 and within six months of initial employment. The training shall include:

- history and epidemiology of HIV/AIDS;
- methods of transmission of HIV;
- methods of prevention of HIV infection including universal precautions for handling body fluids;
- current treatment for symptoms of HIV and prognosis of disease prevention;
- state and federal laws barring discrimination against persons with HIV/AIDS; and
- state and federal laws regulating the confidentiality of a person's HIV antibody status.

Significant new discoveries or changes in accepted knowledge regarding HIV/AIDS shall be transmitted to employees within one calendar year of notification from the Superintendent of Public Instruction, unless the Department of Health notifies the district that prompt dissemination of the information is required.

The hepatitis B vaccination status and records regarding any occupational exposure, if any, shall be kept in strict confidence during employment, plus thirty years, for any employee with reasonably anticipated exposure to blood or other potentially infectious material. The records of occupational exposures shall include:

- the employee's name and social security number
- the employee's hepatitis B vaccination status
- examination results, medical testing and follow-up procedure records
- the healthcare professional's written opinion
- a copy of information provided to the healthcare professional

The district shall also keep records of training sessions including the dates, a summary of the material, names and qualifications of the trainers and names of employees attending the training. These records shall be kept for three years.

Influenza:

To help prevent the spread of influenza, the district will encourage employees to be immunized. For the convenience of employees, the district will arrange annually for a Flu Shot Clinic.