

## **Management Support**

### **Exposure Control Plan**

#### **Immunizations**

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 school staff members provide evidence of immunity against certain vaccine-preventable diseases. The following immunizations are recommended for school staff: Measles, mumps, rubella (MMR), varicella (chickenpox), hepatitis B, diphtheria, tetanus, and pertussis (Tdap and Td); and influenza (flu). Staff members born before 1957 need not provide evidence of immunity to measles; these individuals are considered naturally immune.

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 who is excluded 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, or is otherwise provided for in a collective bargaining agreement.

#### **Infectious Disease Reporting**

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

#### **Exclusion Due to Serious Illness**

A staff member who has contracted a contagious disease may be excluded from school by written order of a local health officer. The order should set the terms and conditions for excluded staff to be readmitted.

#### **Infection Control Program**

The Superintendent or designee will 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 will maintain a list of job classifications where employees have reasonably anticipated exposure to blood or other potentially infectious material.

The district will provide annual training to employees with reasonably anticipated exposure to blood or other potentially infectious material. All employees will receive district provided training on HIV/AIDS and hepatitis B within six months of initial employment.

Employee medical records, including those related to vaccination status and occupational exposure, will be kept in strict confidence and will not be disclosed or reported to any person without the employee's written consent, except as required by regulation or law. The records will be kept for the duration of the employee's employment, plus thirty years.

The district will also keep records that employees have received appropriate training regarding exposure to blood or other potentially infectious material and HIV/AIDS.

Cross References: Board Policy 3414 Communicable diseases—students

Legal References:

RCW 70.24.290	Public School Employees – Rules for AID Education and Training
Chapter 246-110 WAC 246	Contagious disease - School districts and day care centers
Chapter 296-823 WAC	Occupation exposure to Bloodborne pathogens
Chapter 392-198 WAC WAC 296-802-20005	Training—school employees—HIV/AIDS

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