

POLICY NO. 4650
Adopted: 1-25-89
Replaced: 1-28-15

INFECTION AND EXPOSURE CONTROL PLAN

POLICY:

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 Board authorizes the Superintendent to 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 or is otherwise provided for in a collective bargaining agreement.

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 (OPIM). The District will maintain a list of job classifications where employees have reasonably anticipated exposure to blood or OPIM. The Hepatitis B Vaccine will be provided at the District's expense to all employees identified as having risk of directly contacting blood or OPIM at work. In the event that an employee has a specific exposure to blood or OPIM, the employee will be provided, at district

expense, with confidential medical evaluation, follow-up, and treatment, if indicated.

The District will provide annual training to all employees with reasonably anticipated exposure to blood or OPIM. All employees will receive district-provided training on HIV/AIDS within six months of initial employment.

Records will be kept in strict confidence regarding (1) the Hepatitis B Vaccine status of all employees with reasonably anticipated exposure to blood or OPIM and for (2) each occupational exposure an employee has to blood or OPIM. 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.

Cross Reference:

Policy No. 5476

Legal References:

Chapter 246-110 WAC Contagious disease -- School districts and day care centers

Chapter 296-823 WAC Occupation exposure to bloodborne pathogens

Chapter 392-198 WAC Training — school employees — HIV/AIDS

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PROCEDURES:

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 Snohomish County Health Department.

Infection Control Program

The District's Infection Control Program will be consistent with [WAC 296-823](#), Occupation Exposure to Bloodborne Pathogens, and the Guidelines for Implementation of Hepatitis B and HIV School Employee Training published by the Office of the Superintendent of Public Instruction.

All employees with reasonably anticipated on-the-job exposure to blood or OPIM will 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 OPIM. The District will maintain a list of job classifications with reasonably anticipated exposure to blood or OPIM.

All employees identified as having reasonably anticipated exposure to blood or OPIM will be offered the Hepatitis B Vaccine at the District's expense.

If an employee has a specific exposure to blood or OPIM, 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 will be provided.

Employees with reasonably anticipated exposure to blood and OPIM will participate in district-provided training within ten days of employment and annually. The training will include:

- A. A general description of bloodborne diseases;
- B. An explanation of modes of transmission of bloodborne pathogens;
- C. An explanation on the use and limitations of methods of control;
- D. Information about personal protective equipment;
- E. Information on the Hepatitis B Vaccine;
- F. A description of procedures to follow if an exposure incident occurs;
- G. An explanation of signs, labels, tags, and color coding used to designate biohazards;
- H. Where to obtain a copy of WAC 296-823, Occupation Exposure to Bloodborne Pathogens;
- I. An explanation of the District's Exposure Control Plan and how to obtain a copy;
- J. How to identify tasks and activities that may involve exposure to blood or OPIM; and
- K. Appropriate actions to take in emergencies involving blood or OPIM.

The training will be provided by a qualified person and will include opportunities for questions.

The District will provide training to all employees regarding HIV/AIDS. The training will be provided within six months of initial employment. The training will include:

- A. History and epidemiology of HIV/AIDS;
- B. Methods of transmission of HIV;
- C. Methods of prevention of HIV infection including universal precautions for handling body fluids;

- D. Current treatment for symptoms of HIV and prognosis of disease prevention;
- E. State and federal laws barring discrimination against persons with HIV/AIDS; and
- F. 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 will be transmitted to employees within one calendar year of notification from the Office of the Superintendent of Public Instruction, unless the Snohomish County Health Department notifies the District that prompt dissemination of the information is required.

The Hepatitis B vaccination status and records regarding any occupational exposure, if any, will be kept in strict confidence during employment, plus thirty years, for any employee with reasonably anticipated exposure to blood or OPIM. The records of occupational exposures will include:

- A. The employee's name and Social Security Number;
- B. The employee's Hepatitis B vaccination status;
- C. Examination results, medical testing and follow-up procedure records;
- D. The healthcare professional's written opinion; and
- E. A copy of information provided to the healthcare professional.

The District will 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 will be kept for three years.