

Infection Control Program

Immunization

In order to safeguard schools and the spread of certain vaccine-preventable diseases in ESD education programs, and in recognition that prevention is a means of combating the spread of disease, the Board strongly urges employees to provide documentation of immunization or evidence of immunity against certain vaccine-preventable diseases.

The following immunizations are recommended for ESD employees and strongly encouraged for employees working in schools or directly with students: measles, mumps, rubella (MMR), varicella (chickenpox), diphtheria, tetanus, and pertussis (Tdap and Td), and influenza (flu). Where ESD programs such as early care and education are subject to laws that require evidence of immunity or vaccines, employees will be required to comply with the law.

Employees born prior to January 1, 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 a school or child care center, the local health officer has the authority to exclude a susceptible employee. Employees that are excluded are not eligible to receive sick leave benefits because of the exclusion.

Blood or Other Potentially Infectious Material

The Superintendent or designee will evaluate all job duties of ESD employees to determine which employees have reasonably anticipated on-the-job exposure to blood or other potentially infectious material. The ESD will maintain a list of job classifications where employees have reasonably anticipated exposure to blood or other potentially infectious material. The HR Department will work with employees identified as having risk of directly contacting blood or other potentially infectious material in obtaining a vaccine for hepatitis B. In the event that an employee has a specific exposure to blood or other potentially infectious material, the employee will be provided, at the ESD's expense, a confidential medical evaluation and other follow-up as required by law.

The ESD will provide annual training to all employees with reasonably anticipated exposure to blood or other potentially infectious material. Employees will receive district provided training on potential exposure to diseases like HIV/AIDS within six months of initial employment.

Employee vaccination records will be kept in a confidential medical file in HR and retained for the duration of the employee's employment, plus thirty years.

Preventing, Suppressing, and Controlling Contagious and Infectious Diseases

The ESD will follow lawful regulations, orders, and proclamations about preventing, suppressing, and controlling contagious and infectious diseases.

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

WAC 246-100-036 Responsibilities and duties—Local health officers

RCW 43.06.220 State of emergency—Powers of governor pursuant to proclamation

RCW 43.70.130 Powers and duties of secretary—General

RCW 70.05.070 Local health officer—Powers and duties

RCW 70.05.120 Violations—Remedies—Penalties

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