

## **PERSONNEL**

### Staff Immunization and Infectious Disease

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).

The following immunizations are recommended for staff:

1. Rubeola (hard measles) vaccine for individuals born after January 1, 1957 who have not received measles vaccine since 1968 or were immunized prior to 12 months of age. Evidence of a second dose of measles vaccine is required if immunized prior to 1968.
2. Mumps vaccine for individuals born after January 1, 1957 who have not had mumps or received mumps vaccine.
3. Rubella (German measles) vaccine for those who do not have proof of immunity as documented by a blood titer or date of rubella vaccine received after July, 1989. (The above three immunizations can be administered in one injection.)
4. Tetanus-Diphtheria booster immunization every 10 years.

Such a precaution is advisable for protecting the school staff, students, and those with whom they are in contact outside the school setting.

To facilitate this prevention program, the Board authorizes the superintendent to make arrangements for staff immunization at a convenient time and place 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 grounds or when a private physician certifies that the staff member's physical condition contra-indicates immunization or blood titer.

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 who has not filed an immunization record with the district. Exemptions granted for religious or medical reasons or those without an acceptable immunization record on file may be excluded, as these staff are considered susceptible. A staff member who is excluded is not eligible to receive sick leave benefits for such purpose unless he/she is ill or temporarily physically disabled.

A staff member who knowingly has contracted a medically-diagnosed infectious disease shall notify the superintendent immediately. Information regarding the staff member's health status shall be treated as confidential and, subject to the infected staff member's permission, limited to those who have a "need to know".

