

### **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 superintendent strongly urges that susceptible school staff members (including volunteers) provide evidence of immunity against Tetanus, Diphtheria (Td) and Pertussis (TdaP) and Measles, Mumps, and Rubella (MMR). Staff members born prior to January 1, 1957 need not provide evidence of immunity to measles; these individuals are considered naturally immune (to measles only). Staff born prior to January 1, 1980 are considered immune to chickenpox.

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 by having a private physician certify that the staff member's physical condition contraindicates immunization.

In the event of an outbreak of a vaccine-preventable disease in school, the Yakima Health District has the authority to exclude a susceptible staff member who has not filed an immunization record with the district. 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; exhibit 5261X is presented to assist staff in maintaining a record of immunizations. If excluded, she/he may elect to use leave benefits as specified in the Yakima negotiated agreements and/or state law.

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. A medical health officer may exclude a staff member when he/she determines that the staff member's health condition is endangering others.

**Cross Reference:**

(cf.: 3413 – Student Immunization)

(cf.: 3414 – Infectious Diseases)

**Legal Reference:**

RCW 28A.210.010 Contagious diseases—limiting contact—rules and regulations

**Management Resources:**

*Infectious Disease Control Guide for School Staff Guide* – Office of the Superintendent of Public Instruction

**Adoption Date:**

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