

IMMUNIZATION FOR EMPLOYEES AND OTHER ADULTS IN THE SCHOOLS

Kettle Falls School District is committed to protecting students, employees, volunteers, and others from exposure to communicable diseases that pose serious threats to public health. It is in response to this important commitment that the Board of Directors adopts the following policy.

1. It is strongly recommended that all employees, including substitutes and temporary workers, student teachers, consultants and/or itinerant staff employed by other agencies, and volunteers provide evidence of immunity against the following diseases:
 - A. Measles, Mumps, and Rubella (MMR)
 - B. Tetanus-Diphtheria-Pertussis (Whooping Cough) (Td,Tdap):
2. Employees may declare an exemption for medical, personal, or religious reasons. However, if there is an outbreak of a vaccine-preventable disease that the employee has not been immunized against, said employee will be excluded from school or school related work site until the outbreak is declared over.
3. In the event of an outbreak of a vaccine-preventable disease, the Northeast Tri County Health District has the authority to exclude susceptible individuals, including employees and other adults as described above, who have not filed an immunization record with the school district office or who have declared an exemption.
4. In order to be in compliance with policy, the following proof of immunization shall be required:
 - A. Individuals born on or after January 1, 1957, are required to provide proof of immunization against measles, mumps, rubella.
 - B. Individuals born before January 1, 1957, are not required to provide proof of immunization against measles, mumps, or rubella as health authorities generally consider those individuals to be naturally immune.
5. A staff member who is excluded is not eligible to receive sick leave benefits unless he/she is ill or physically disabled or otherwise provided for in the PSE/KFEA collective bargaining agreement.

6. Excluded individuals may return to work when:

A. acceptable documentation is provided that the individual is immune from the disease(s) that is (are) the basis(es) of the exclusion order; or

B. the exclusion order is rescinded by the Northeast Tri County Health District .

7. It shall be the responsibility of the superintendent to cause implementation of a system for documenting immunization status.

KETTLE FALLS SCHOOL DISTRICT NO. 212

DATE OF ADOPTION: MAY 26, 2009