

BOARD POLICY

5380

SUBJECT: Communicable Diseases

The Board of Directors of Olympic Educational Service District 114 is committed to providing a healthful environment for all students and employees. In fulfilling that commitment, the Board shall continue to seek and follow the guidance of appropriate medical, legal and governmental authorities in an effort to prevent the transmission of communicable diseases.

Actions taken with respect to employees infected with communicable diseases shall be consistent with rights afforded individuals under state and federal statutory, regulatory, and Constitutional provisions. Persons involved with employees infected with communicable diseases will respect the individual's right to privacy and confidentiality.

The Superintendent or designee shall evaluate all job duties of agency employees to determine which employees have reasonably anticipated on-the-job exposure to blood or other potentially infectious material. The agency shall maintain a list of job classifications where employees have reasonably anticipated exposure to blood or other potentially infectious material. The hepatitis B vaccine shall be provided at the agency's expense to all employees identified as having risk of directly contacting blood or other potentially infectious material at work.

In the event that an employee has a specific exposure to blood or other potentially infectious material, the employee will be provided, at agency expense, with confidential medical evaluation, follow-up, and treatment, if indicated.

The agency shall provide annual training to all employees with reasonably anticipated exposure to blood or other potentially infectious material. All new employees shall receive agency provided training on HIV/AIDS within six months of initial employment.

Occupations considered at risk in schools are listed below; however, individual job duties must be considered when determining those employees at risk.

1. Teacher and aides providing physical care with exposure to blood, e.g. classrooms for the developmentally disabled, preschool students and those institutionalized in detention centers known to be HBV carriers. This is especially true if staff have non-intact skin (severe skin disease);

2. Classroom contacts of a classmate who is an HBV carrier and behaves aggressively (biting, scratching) or has special medical problems, such as open skin lesions, that increase the risk of exposure to his/her blood or serous secretions;
3. Communications Disorders Specialists (CDS) or therapists providing therapy to students described in #1 and #2 above;
4. First aid providers are at risk of occupational exposure;
5. Custodians who clean and dispose of bloody wastes from classrooms (described in #1) or first aid rooms, or who police areas with contaminated wastes (discarded drug paraphernalia);
6. Counselors providing physical care with exposure to blood, e.g. substance abuse treatment programs.

LEGAL REFERENCE: WAC 296-62-08001
WAC 392-198

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