

**NORTH CENTRAL EDUCATIONAL SERVICE DISTRICT
BOARD POLICY**

No. 5540

COMMUNICABLE DISEASES POLICY

To safeguard NCESD employees, staff and students we serve from the spread of certain communicable diseases that are vaccine-preventable, NCESD Board of Directors strongly recommends that employees provide documentation of immunization or evidence of immunity against certain vaccine-preventable diseases.

The following immunizations are recommended for employees: measles, mumps, rubella (MMR); varicella (chickenpox); diphtheria, tetanus, pertussis (Tdap and Td); and influenza (flu). Employees born prior to January 1, 1957 are considered naturally immune and do not need to provide evidence of immunity to measles.

NCESD shall identify job classifications where employees have reasonably anticipated exposure to blood and other potentially infectious materials that may contain bloodborne pathogens*. Hepatitis B vaccine shall be provided at NCESD's expense to all employees identified as having high risk of directly contacting blood or other potentially infectious material at work. NCESD shall provide annual training on bloodborne pathogens to all employees with reasonably anticipated exposure to blood or other potentially infectious material. Records of training shall be maintained.

NCESD will comply with state and federal laws regarding confidentiality and discrimination against persons with HIV/AIDS or other bloodborne infectious diseases. NCESD will not discriminate against any job applicant or employee based on the individual having a communicable disease. Applicants and employees shall not be denied access to the workplace solely because they have a communicable disease. NCESD reserves the right to exclude a person with a communicable disease from the workplace facilities, programs and functions if NCESD finds that, after consultation with a health care provider in conjunction with the local health officer, such restrictions are necessary for the welfare of the person who has the communicable disease and/or the welfare of others within the workplace.

*Examples of bloodborne pathogens are the human immunodeficiency virus (HIV) and hepatitis B virus.

Reference:

RCW 28A.210.010 Contagious Diseases, Limiting Contact
WAC 246-100 Communicable and Certain Other Diseases
WAC 296-823 Occupational Exposure to Bloodborne Pathogens
Centers of Disease Control and Prevention-communicable
disease definition

Adopted: October 24, 2018