



To: Members of the Board of Education
From: Doug Larson
Re: First Reading
Date: November 28, 2016

Policy and Legal Services will present one First Reading during the next Board of Education meeting:

Article IX.A.1.z. Employee Health and Immunization

In accordance with Salt Lake County Health Department regulations and consistent with Utah Code, the District needs to implement a policy regarding immunizations of employees and proof of immunizations, immunity, or exemptions. Employees are required to provide proof of immunizations, immunity, or exemptions during an outbreak of a preventable or communicable disease to limit spread of the disease. This policy will make the District compliant with county ordinances and state law.

Article IX.A.1.z. Employee Health and Immunization

A. Statement of Policy

The Granite School District Board of Education values employee and student wellness and recognizes educational institutions are potential high-risk areas for transmission of vaccine preventable diseases. The Board also recognizes the statutory authority of the Utah Department of Health and the Salt County Health Department to regulate immunization requirements and, when necessary, restrict infected individuals from schools and other District facilities. The Board is committed to working with these agencies to coordinate public health needs.

B. Policy

1. Pursuant to state statute and Salt Lake County Health Department Regulations, all employees are required to maintain a personal record of immunizations, exemption, or proof of immunity and shall be required to produce the same in the event of an outbreak of a vaccine preventable communicable or infectious disease. In particular, employees must be prepared to show record of immunization, exemption, or proof immunity to a local health department representative for the following:
 - a. Measles, Mumps, Rubella (MMR) – employees born during or after 1957 must provide documentation of two (2) doses of the MMR administered at least one month apart or proof of immunity.
 - b. Tetanus, Diphtheria, Pertussis (Tdap) – employees must provide documentation of one (1) dose of the Tdap.
 - c. Varicella (Chicken Pox) – employees must provide documentation of receiving two (2) doses of Varicella vaccine at least four (4) weeks apart, a physician diagnosis or personal recollection of Varicella disease, or proof of immunity.
2. Additionally, employees are recommended to receive and keep a record of the following vaccinations:
 - a. Hepatitis A, 2 doses.
 - b. Hepatitis B, 3 doses.
 - c. Influenza vaccine, annually.
3. Employees who cannot produce a valid personal record of immunization, exemption, or proof of immunity for the diseases detailed in subsection B.1. above during an outbreak will be excluded from the school or workplace until authorized to return by the local health department. Under these circumstances, employees shall access the leave options normally available to them.
4. Employees are eligible for exemptions for medical, religious, or personal reasons according to Utah Code, 53A-11-302. Each exemption claimed must be accompanied by the appropriate authorized health department exemption form.

5. In the event of an outbreak, school/building administrators and other District administrators shall communicate with health department officials regarding schedules, activities, and other information to minimize disruption of the school operations.

REFERENCES

Utah Code Ann. § 26A-1-114

Utah Code Ann. § 53A-11-302

Salt Lake County Health Department – Health Regulation #38, Certificate of School Employee Immunization Requirements