

# EMPLOYMENT PERSONNEL IMMUNIZATIONS FOR EMPLOYEES

---

DAL

## 1. PURPOSE AND PHILOSOPHY

Educational institutions are potential high-risk areas for transmission of vaccine-preventable diseases. While immunization is an important health requirement for students in Utah schools, it is equally important for staff in these settings to be protected against vaccine-preventable diseases. Employee immunization can decrease the number of days teachers, staff, and students miss due to illness. Absence due to sickness causes disruption in class schedules resulting in missed educational learning opportunities. More importantly, teachers, staff, and students who come to school ill can spread disease. Additionally, vaccine-preventable disease outbreaks in school can result in enormous costs for staff, students, parents, employers, and public health.

Tintic School District supports the recommendations from the Utah Department of Health, Centers for Disease Control and Prevention (CDC), and the Advisory Committee on Immunization Practices (ACIP). The following procedures will be followed in order to benefit the health and well-being of students, employees, and the community of Tintic School District.

## 2. EMPLOYEE REQUIREMENTS

Provide proof of recommended immunization or opt out as explained in “Opt Out” below. Under the guidelines of this policy at the time of concept, the due date for proof or opt out is **January 1, 2016**. Thereafter, all new employees must show that they have started the process of obtaining the proof of recommended immunizations or opt out before the first day of school for the year in which they were hired. The due date for the proof or immunizations will be the 1<sup>st</sup> of January of each year for all new hires.

### A. Recommended Vaccinations

| <b>CDC Recommended Immunizations for all Tintic School District Employees</b> |  |  |
|---|--|--|
| <b>Vaccine</b>  | <b>Persons Born Before 1957</b>                | <b>Persons Born In or After 1957</b>   |
| MMR* (Measles, Mumps, Rubella)  | No immunization needed                         | 2 doses of MMR, at least 1 month apart |
| Td/Tdap (Tetanus, Diphtheria, Pertussis (whooping cough))                     | 1 dose of Tdap, then Td booster every 10 years |  |
| Varicella (chickenpox)  | 2 doses or history of disease                  |  |
| Hepatitis A   | 2 doses  |  |
| Hepatitis B   | 3 doses  |  |
| Influenza   | Annual influenza vaccine                       |  |

**Opt Out** – The employee may opt out by signing the Tintic School District Declination Form, available at Tintic School Human Resources.

If an employee chooses to opt out, the school rule for excluding employees in the event of an outbreak is as follows: Utah Administrative Code R386-702-5 2(c): Employees with no record on file, or whose record does not indicate immunization against the disease identified in an outbreak, may be excluded from the school or workplace by the local health department without pay. The local health department will also determine when excluded staff members may return to school or workplace. All required days of absence beyond use of leave would be leave without pay. An employee may also use vacation if their position is connected with that benefit.

### **3. PROCEDURE**

An employee who provides proof of having had the disease is not required to have the immunization. The only acceptable proof would be a blood drawn antibody titer. An antibody titer is a blood test confirming immunity against a disease. This is available through your doctor's office

A record of immunizations includes an immunization card with dates, a health department immunization record. School District will input your immunization records to your file.

---