

## UINTAH SCHOOL DISTRICT POLICY ACTION REVIEW

1st Reading	11/13/19	New	
2nd Reading	12/11/19	Revised	X
Approved	12/11/19	Substitute	

### **005.2250 EMPLOYEE IMMUNIZATION POLICY**

*REVISES POLICY 005.2250 EMPLOYEE IMMUNIZATION POLICY (LAST APPROVED 9/11/12)*

#### **1.0 GENERAL STATEMENT**

The purpose of this policy is (1) to protect students, staff, and the public from potential exposure to, and the potential spread of, infectious disease; and (2) to facilitate the timely identification, during an outbreak of infectious disease, of school district employees who have and have not been immunized.

##### **1.1. Following a recommendation from the Utah Department of Health, Uintah School**

District requires all employees to provide proof of Tetanus-Diphtheria-Pertussis (Tdap) and Measles, Mumps, and Rubella (MMR) vaccines. Proof of vaccination will be kept on file with HR.

1.1.1. Anyone born before January 1, 1957, is considered to be naturally immune from MMR, and does not need to provide proof of that vaccination.

1.1.2. New employees must provide proof of immunizations or obtain necessary immunizations within 60 days of his/her work start date.

1.1.2.1. Employees who do not provide proof of immunization will be required to sign a Voluntary Decline of Vaccinations Form, acknowledging that in the event of an outbreak, as determined by guidelines established by the Utah Department of Health, will be required to leave school district property until directed to return to work or until he/she chooses to be immunized and is deemed – by a medical professional – as immune and therefore safe to return to work. Employees that do not provide proof of immunization will be subject to the same requirements as those who voluntarily decline.

1.1.2.2. Any employee, whether current or new, required to leave work as explained in section 1.1.2.1 must use his/her accrued leave time during the period of absence.

1.1.2.3. If the employee has no accrued leave time, he/she will be docked pay plus the district's cost of the employee's medical insurance premium, if applicable, for the days away from work.

1.2. USD employees will receive educational information regarding Tdap and MMR vaccines at the time of immunization.

1.2.1. Tdap and MMR are vaccine preventable diseases.

1.2.2. The Tdap and MMR vaccines prevent disease in the people who receive them and protect those who come into contact with unvaccinated individuals.

1.2.3. Additional information can be found on the Utah Department of Health website, <http://health.utah.gov/>.