



**POLICY—400.5—EMPLOYEE HEALTH AND IMMUNIZATION**

	<i>DISTRICT CODE:</i> 400.5	<i>ADOPTED:</i> 10.4.2016
	<i>RESCINDS:</i>	<i>ADOPTED:</i>

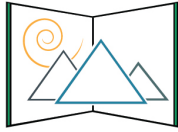
**BOARD POLICY**

1. The Board of Education is committed to a school and employee environment that fosters student learning and encourages healthy lifestyles and lifelong wellness for students and employees. The Board of Education values employee wellness and encourages the Superintendent and District Administration to develop and maintain employee wellness initiatives and activities.
2. The Board recognizes that employee absence due to sickness causes disruption in the school and District and often results in missed educational learning opportunities. The Board of Education also recognizes educational institutions are potential high-risk areas for transmission of vaccine-preventable diseases.
3. In accordance with Salt Lake County Health Department Regulation, all employees are required to maintain a personal record of immunization, exemption, or proof of immunity, and provide proof of immunization, exemption, or proof of immunity in the event of an outbreak of a vaccine preventable communicable or infectious disease.
4. The Board of Education is committed to working with local, state, and national health organizations to coordinate public health needs. The Superintendent is the chief officer, under the direction of the Board, to coordinate with health organizations regarding District schools.
5. The Board of Education authorizes the Superintendent and District Administration to establish administrative regulations consistent with this policy, subject to review and approval by the Board.

	<i>ADMIN REG:</i> 400.5-1	<i>APPROVED:</i> 10.4.2016
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**ADMINISTRATIVE REGULATION—400.5-1:** (Record of Immunization; Recommended Vaccinations)

1. **Record of Immunization:** All employees are encouraged to maintain a record of immunization or immunity against the diseases listed in Section 2.1-2.3 below for ready access in the event of an outbreak.
  - 1.1. In the event of an outbreak, an impacted employee(s) will provide, upon request, proof of their personal record of immunization, exemption, or immunity to the local health department representative.
  - 1.2. Employees who cannot produce a valid personal record of immunization or immunity, or whose record does not indicate immunization against the disease



identified in an outbreak, may be excluded from the school or workplace until authorized to return by the local health department.

2. **Vaccinations:** Pursuant to Salt Lake County Health Department Regulation #38, all employees are required to provide proof of immunity or obtain vaccination for the following:
  - 2.1. Measles, Mumps, Rubella (MMR) – Employees born in or after 1957 must provide documentation of two (2) doses of the MMR administered at least one month apart.
  - 2.2. Tetanus, Diphtheria, Pertussis (Tdap) – Employees must provide documentation of one (1) dose of the Tdap.
  - 2.3. Varicella (Chicken Pox) – Employees must provide documentation of receiving two (2) doses of Varicella vaccine at least four (4) weeks apart or a physician diagnosis or personal recall of Varicella disease.

ADMIN REG:  
400.5-2

APPROVED:  
10.4.2016

**ADMINISTRATIVE REGULATION—400.5-2:** (Exemptions and Exclusions)

1. **Exemptions:** Except as otherwise provided, employees may claim an exemption to an immunization for medical, religious or personal reason(s) as allowed by Utah Code Ann. §53G-9-303. Each exemption claimed must be accompanied by the appropriate authorized health department exemption form.
2. **Exclusions:** Pursuant to U.C.A. §26A-1-114, when the local health department verifies that a case or an outbreak of a disease listed in Section 2.1-2.3 has been identified at a school or other District location, the health department has the authority to exclude individuals from the workplace who pose a risk to the public health. School/building administrators and other District administrators shall communicate with health department officials regarding such issues as schedules, activities, and other information to minimize disruption of the school operations.
  - 2.1. If the health department determines that an employee must be excluded, the health department official shall notify the school/building administrator and the Administrator of Human Resources.
  - 2.2. The District will take action according to the following provisions:
    - 2.2.1. The excluded employee will follow the directives of the health department officials.
    - 2.2.2. An excluded employee shall use his/her available leave as allowed under District policy during the time of exclusion.
      - 2.2.2.1. The personal leave-paid five-day limit in one (1) school year as outlined in District policy does not apply to an excluded employee.
      - 2.2.2.2. An excluded employee's time-off will be considered protected time.



2.2.2.3. If a substitute teacher is needed, the District will cover the cost of the substitute during the time of exclusion.

**EXHIBITS**

**None**

**REFERENCES**

Utah Code Ann. § 26A-1-114

Utah Code Ann. § 53G-9-302, et seq.

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

**FORMS**

*CANYONS BOARD OF EDUCATION*

This online presentation is an electronic representation of the Canyons School District’s currently adopted policy manual. It does not reflect updating activities in progress. The official, authoritative manual is available for inspection in the office of the Superintendent located at 9361 South 300 East Sandy, UT 84070.