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Title	CONTROL OF BLOOD-BORNE PATHOGENS
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~~8453.01~~ **CONTROL OF BLOOD-BORNE PATHOGENS**

The following guidelines provide for the District's compliance with Federal regulations for protecting staff members against exposure to blood pathogens and other infectious materials which can cause Hepatitis B and/or HIV viruses.

A. Exposure Determination

Staff members in the following job classifications have responsibilities for which they could reasonably anticipate exposure to blood and other potentially infectious materials:

1. school nurses
2. custodians
3. special education teachers and aides who work with students who are prone to biting, scratching, and other such actions that can cause bleeding or exposure to saliva and other body fluids
4. teachers in vocational/technical education whose students work with equipment that can cause cuts or other injuries that produce bleeding
5. members of a school staff who have been designated to provide first aid when and if necessary
6. physical education teachers
7. coaches

B. Inoculation

Each of the staff members in the above named categories shall be offered free vaccination with the Hepatitis B vaccine after training and within ten (10) days after reporting for duty at the start of the school year or when employed.

The School Nurse shall determine which hospital or other health service shall give the vaccinations and do the necessary follow up testing. S/He shall:

1. arrange a schedule for vaccinations which makes it possible for the staff members to be vaccinated during their work time;

2. obtain the necessary information concerning the efficacy, safety, administration, and benefits of the vaccine so that each staff member can be properly informed prior to making a decision as to whether or not s/he wishes to be vaccinated;
3. ensure that the results of postvaccination testing are properly recorded and kept confidential

If the staff member declines, s/he shall complete Form 8453.01 F1 which shall be placed in the staff member's confidential file. (See AG 8320—Personnel Records)

If the staff member chooses to be vaccinated, s/he shall sign Form 8453.01 F4 and report to the School Nurse in accordance with the schedule.

C. Precautions

A plan should be developed to identify the likely situations where staff members could be exposed, to describe how such situations can be minimized, and the ways in which exposure will be managed. AG 8453 provides a set of procedures for the proper handling of bodily fluids. Each of the staff members in the "at risk" categories identified above are to be trained in these procedures when employed and at the beginning of each school year. The instructor is to be someone knowledgeable about blood borne pathogens and other potentially infectious materials, how they may be transmitted in a school setting, vaccinations, and the precautionary procedures. At the completion of the training, each staff member is to sign Form 8453.01 F2 confirming the date and content of the training and that s/he understands the content.

D. Postexposure Evaluation and Follow-up

Whenever a staff member has contact with blood or other potentially infectious material, s/he shall immediately contact School Nurse and complete Form 8453.01 F3. The District shall offer the staff member a confidential medical evaluation by the Ripon Medical Center.

The parents of the student who caused the exposure are to be contacted promptly to obtain permission for the testing of the student's blood for Hepatitis B and HIV viruses either in cooperation with their physician or by the Ripon Medical Center.

If the student or student's parent refuse to consent to testing for the presence of HIV, antigen or nonantigenic products of HIV or an antibody to HIV, the exposed staff member may require the student to be tested as provided under Chapter 252, Wis. Stats.

The exposed staff member is to be informed of the test results, if available, with the parents consent and of the Federal and State laws concerning confidentiality.

The staff member's blood should then be tested with his/her consent. The staff member shall also receive postexposure treatment, if so indicated by the Public Health Service or treating physician.

The healthcare professional conducting the medical evaluation is to be provided:

1. a copy of the Federal regulations concerning the Exposure Control Plan;
2. a copy of Form 8453.01 F2;
3. a copy of the staff member's job responsibilities vis a vis the exposure;
4. the results of the student's blood test, if available;
5. a copy of the staff member's medical records.

The health care professional shall, within five (5) days after the evaluation provide the District with a written opinion containing:

1. a possible recommendation for Hepatitis B vaccination, if the staff member has not already been vaccinated;
2. confirmation that the staff member has been adequately informed of the evaluation results and any further evaluation or treatment deemed necessary.

~~The staff member is to be given a copy of the written opinion within fifteen (15) days after receipt by the District. The original opinion is to be filed in the staff member's confidential medical file.~~

E. Training

~~Blood borne pathogen training is required within ninety (90) days of initial employment, at the time of initial assignment to tasks where occupational exposure may take place, and at least annually thereafter.~~

F. Medical and Training Records

~~Medical records of the staff members must identify them by name and social security number and include any and all results of the status to Hepatitis B, examinations, testing, follow up care, and written opinions. All such information shall be kept in the staff member's confidential files (AG 8320) and retained for the period of their employment plus thirty (30) years.~~

~~Training records must include the dates and content of the training, the name and qualifications of the instructors, and the names and job titles of the staff members. Each staff member's training record (Form 8453.01 F2) shall be kept in his/her personnel file for three (3) years after the training date.~~

G. Nondiscrimination

~~The District does not discriminate on the basis of HIV status or association with another person who has tested positive for HIV. An employee who has tested positive for HIV is welcome to continue working as long as the employee is able to perform the functions of the position with reasonable accommodations, if necessary.~~

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Chapter 252, Wis. Stats.

29 C.F.R. 1910.1030