



Mio-AuSable Schools

Knowledge - Responsibility - Respect

1110 WEST 8TH STREET - MIO, MI 48647 - (989)826-2400 - www.miok12.net

Bloodborne Pathogens Exposure Control Plan

Plan Administrator: Sarah Belanger

Effective Date: 08/25/26

Annual Review Date: 8/25/27

Version: 2026

1. Purpose

Mio-AuSable Schools has established this Bloodborne Pathogens Exposure Control Plan to eliminate or minimize occupational exposure to blood among employees. This plan is intended to comply with applicable requirements of the Michigan Occupational Safety and Health Administration (MIOSHA), Part 554, Bloodborne Infectious Diseases, and the federal Bloodborne Pathogens Standard, 29 CFR 1910.1030, as applicable. The school will use universal precautions and appropriate engineering controls, work practices, administrative controls, and personal protective equipment to reduce employee exposure.

2. Scope

This plan applies to employees whose job duties may reasonably anticipate occupational exposure to blood.

This may include, depending on the school's exposure determination:

- School nurses and health-room personnel
- Employees providing first aid as part of their assigned duties
- Special education personnel providing personal care
- Employees assisting students with toileting or personal hygiene when blood exposure is reasonably anticipated
- Employees responsible for cleaning blood
- Athletic trainers or designated athletic personnel
- Certain maintenance/custodial employees
- Other employees identified through the school's exposure determination

Employees who are not reasonably anticipated to have occupational exposure are not included solely because they may encounter an unusual emergency.

3. Exposure Determination

The school will determine employee exposure without considering the use of PPE.

Category A — Employees with Occupational Exposure

Employees in this category have reasonably anticipated occupational exposure to blood as part of their assigned duties.

Job Classification	Occupational Exposure	Tasks/Procedures
School nurse/health personnel	Yes	First aid, wound care, blood glucose testing, handling contaminated materials

Category B — Employees with Some Occupational Exposure

Job Classification	Employees/Positions with Exposure	Tasks/Procedures
Special education staff	Teacher/Paraprofessional	Personal care, first aid, handling blood
Custodial staff	All	Blood cleanup
Coaches/athletic staff	All	First aid, treatment of injuries
Playground Supervisors	Teacher/Paraprofessional	First aid

The school will review this determination whenever job duties change or new tasks are introduced.

4. Methods of Compliance

4.1 Universal Precautions

All human blood will be treated as potentially infectious.

Employees will avoid direct contact with blood whenever reasonably possible.

4.2 Engineering Controls

The school will provide appropriate engineering controls, which may include:

- Puncture-resistant sharps containers
- Appropriate handwashing facilities
- Disposable barriers or other containment devices
- Safety-engineered sharps when applicable
- Blood/body-fluid spill kits
- Other commercially available controls appropriate to the task

Engineering controls will be inspected and maintained regularly.

4.3 Work-Practice Controls

Employees will:

- Wash hands as soon as feasible after contact with blood and immediately after removing gloves.
- Avoid bending, breaking, recapping, or otherwise manipulating contaminated needles unless a specific procedure requires it and an appropriate method is provided.
- Place contaminated sharps immediately into appropriate puncture-resistant containers.
- Minimize splashing, spraying, splattering, and generation of droplets.
- Use appropriate barriers when providing first aid or personal care.
- Handle contaminated materials as little as reasonably possible.
- Follow the school's blood/body-fluid cleanup procedure.

4.4 Personal Protective Equipment

The school will provide appropriate PPE at no cost to employees whose job duties require it.

PPE may include:

- Disposable gloves
- Utility gloves
- Eye protection
- Face protection
- Protective gowns/aprons
- Masks
- Other PPE appropriate to the anticipated exposure

Employees must use appropriate PPE whenever occupational exposure is reasonably anticipated. The school will provide appropriate procedures for removal, disposal, laundering, cleaning, repair, and replacement of PPE.

5. Hand Hygiene

Employees must wash hands with soap and running water as soon as feasible after removing gloves and following contact with blood.

Where handwashing facilities are not immediately available, an appropriate antiseptic hand cleanser or antiseptic towelette may be used, followed by handwashing with soap and running water as soon as feasible.

6. Housekeeping and Blood Cleanup

The school will maintain a written procedure for responding to blood spills.

Only employees whose duties include cleanup or who are otherwise appropriately trained will perform blood cleanup.

The procedure will include:

1. Restricting access to the contaminated area when appropriate.
2. Putting on appropriate PPE.
3. Removing visible contamination using appropriate materials.
4. Cleaning and disinfecting contaminated surfaces using an appropriate disinfectant.
5. Disposing of contaminated materials in appropriate containers.
6. Removing PPE safely.
7. Performing hand hygiene.
8. Reporting any exposure incident to the designated school administrator.

Reusable equipment that becomes contaminated will be cleaned and disinfected before reuse.

7. Sharps

Contaminated sharps will be placed in appropriately labeled or color-coded, closable, puncture-resistant, leak-resistant containers.

Sharps containers will be:

- Readily accessible to employees who use them.
- Located as close as feasible to the area where sharps are used.
- Replaced routinely and before they become overfilled.
- Closed before removal or replacement.

Employees will not reach into sharps containers.

8. Hepatitis B Vaccination

Employees identified as having occupational exposure will be offered the hepatitis B vaccination series in accordance with applicable MIOSHA requirements.

The vaccine will be offered after required training and within the applicable timeframe unless the employee has previously received the series, antibody testing indicates immunity, the vaccine is medically contraindicated, or the employee declines vaccination. Employees who initially decline vaccination will be provided the opportunity to receive it at a later date as required by the applicable standard.

9. Exposure Incident Procedure

An exposure incident includes a specific eye, mouth, other mucous membrane, non-intact skin, or parenteral contact with blood resulting from an employee's duties.

Following an exposure incident, the employee should:

1. Immediately stop the task when safe to do so.
2. Wash needlestick/cut injuries with soap and water.

3. Flush exposed mucous membranes with water.
4. Report the incident immediately to [designated person/title].
5. Complete the school's exposure incident report.
6. Obtain confidential medical evaluation as soon as practicable.
7. Provide the evaluating healthcare professional with the information required by the applicable standard.
8. Follow medical recommendations for post-exposure evaluation and follow-up.

The school will document and evaluate the circumstances surrounding the incident and determine whether additional controls or changes to procedures are necessary.

10. Post-Exposure Evaluation and Follow-Up

The school will make confidential medical evaluation and follow-up available to an employee following an occupational exposure incident in accordance with applicable requirements.

The school will provide the healthcare professional with appropriate information, including:

- A description of the employee's duties relevant to the exposure
- Documentation of the route(s) and circumstances of exposure
- Available information concerning the source individual, as permitted by law
- The employee's relevant vaccination information
- Other information required by the applicable standard

All medical information will be maintained confidentially.

11. Communication of Hazards and Employee Training

Employees with occupational exposure will receive training initially and at least annually, and when required by applicable changes in tasks or procedures.

Training will address:

- Bloodborne diseases and their symptoms
- Modes of transmission
- The school's Exposure Control Plan
- Recognition of tasks involving occupational exposure
- Engineering and work-practice controls
- PPE selection, use, limitations, removal, handling, and disposal
- Hepatitis B vaccination
- Emergency procedures
- Exposure incident procedures
- Post-exposure evaluation and follow-up
- Appropriate housekeeping procedures

- How and where employees can obtain a copy of this plan

Training will be provided by a qualified individual and will allow employees an opportunity to ask questions.

12. Labels, Signs, and Containers

Contaminated materials and regulated waste will be appropriately labeled or color-coded as required.

The school will maintain appropriate containers for contaminated materials and sharps.

13. Recordkeeping

The school will maintain required employee medical records confidentially and for the period required by applicable regulations.

Training records will document:

- Employee name and job title
- Training dates
- Contents or summary of training
- Trainer qualifications
- Names and job titles of persons attending

Exposure incident records will be maintained as required.

Sharps injury records will be maintained when required by the applicable standard.

14. Exposure Incident Investigation

Following an exposure incident, the school will evaluate:

- The circumstances of the incident
- The task being performed
- The route of exposure
- The type of exposure
- PPE being used
- Engineering controls in place
- Work practices being followed
- Whether additional training is needed
- Whether additional PPE or engineering controls are appropriate
- Whether the Exposure Control Plan or an SOP should be modified

Corrective actions will be documented and implemented as appropriate.

15. Plan Review

The plan administrator will review this Exposure Control Plan at least annually and whenever necessary because of:

- New or modified employee positions
- New or modified tasks
- Changes in technology
- New engineering controls
- Changes in applicable regulations
- Exposure incidents
- Other circumstances indicating that the plan should be revised

The annual review will document consideration of appropriate commercially available and effective safer medical devices when applicable.

16. Employee Participation

Employees with occupational exposure will be encouraged to identify hazards and recommend effective engineering and work-practice controls.

When applicable, the school will solicit input from non-managerial employees who are responsible for direct patient care and may be exposed to contaminated sharps concerning the identification, evaluation, and selection of safer controls.

17. School-Specific Standard Operating Procedures

The following procedures will be maintained with this Exposure Control Plan:

- Blood/body-fluid cleanup procedure
- First-aid procedure
- Sharps handling and disposal procedure
- Exposure incident reporting procedure
- PPE procedure
- Hand hygiene procedure
- Cleaning and disinfection procedure
- Hepatitis B vaccination procedure
- Post-exposure medical evaluation procedure
- Procedures for students requiring medical/personal care
- [Additional school-specific procedures]

18. Responsibilities

Superintendent/School Administrator:

Ensures the school maintains and implements the plan and provides appropriate resources.

Plan Administrator:

Maintains the written plan, coordinates annual review, oversees training, and coordinates exposure investigations.

School Nurse/Health Personnel:

Provides or coordinates health services consistent with their assigned responsibilities and follows applicable exposure-control procedures.

Supervisors:

Ensure employees follow applicable procedures and have access to required PPE and supplies.

Employees:

Follow universal precautions, use required controls and PPE, participate in training, and immediately report occupational exposure incidents.

19. Employee Access to the Plan

A current copy of this Exposure Control Plan will be accessible to employees with occupational exposure.

Employees may obtain a copy from:

Location: Central Office

Responsible Person: Sarah Belanger

Electronic Location: www.mio12.net

20. Approval

Plan Administrator: Sarah Belanger

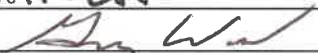
Title: Business Manager

Signature: 

Date: 8-27-26

School Administrator: Gary Wood

Title: Superintendent

Signature: 

Date: 8-27-26

21. Annual Review Log

Review Date	Reviewer	Changes Made	Employee Input/Comments
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