

Book	Policy Manual
Section	300 Employees
Title	Mandatory COVID-19 Vaccination
Code	314.2
Status	Active
Adopted	February 2, 2022

Purpose

The Board is committed to providing a safe, healthy environment for its students and employees and adopts this policy to safeguard the health and well-being of students and employees while protecting the rights of the individual. This policy shall apply to all administrative, professional, support staff, and contractors in all programs and services conducted by the Intermediate Unit.

Definitions

COVID-19 is a respiratory disease caused by SARS-CoV-2 a novel corona virus discovered in 2019. The virus is thought to spread mainly from person to person through respiratory droplets produced when an infected person coughs, sneezes, or talks. As discussed in this policy, COVID-19 shall also include all variants of the virus.

Fully Vaccinated: Individuals are considered fully vaccinated (1) two weeks after their second dose in a 2-dose series (such as Pfizer or Moderna vaccines); (2) two weeks after a single-dose vaccine (such as Johnson & Johnson Janssen vaccine). If the CDC updates the definition of fully vaccinated, DCIU will implemented the updated definition.

Policy Statement

The Mandatory COVID-19 vaccination policy applies to all DCIU employees and contractors working on-site at DCIU properties or in DCIU programs on a regular basis. This policy applies to DCIU employees regardless of whether they work on-site at a DCIU property or in other DCIU programs, school or school district locations, unless the individual qualifies for an exemption as provided herein.

Exemptions may be granted to DCIU employees (1) for whom the COVID-19 vaccine is medically contraindicated; or (2) on the basis of a legal religious belief. DCIU employees who are denied an exemption shall have ten (10) days from the date of the notice of denial to receive the vaccination (either a single dose or first dose of the 2-dose vaccine). Deferral of the receipt of the vaccine may be granted to DCIU employees (1) who have a temporary medical condition for which the COVID-19 vaccine is contraindicated; (2) who are on approved block FMLA or other approved leave of absence; (3) due to a positive COVID test or treatment; or (4) due to current pregnancy or breastfeeding.

All DCIU employees and contractors are required to have or obtain a COVID-19 vaccination as a term and condition of employment with DCIU unless an exemption or deferral has been approved. All DCIU employees shall be required to report their vaccine status and to provide approved documentation as proof of vaccination. All new hire DCIU employees shall be required to provide proof of their vaccination status prior to the start of their employment.

Mandatory COVID testing will be required for those granted an exemption or deferral throughout the period of exemption or deferral.

Vaccines for Head Start personnel are mandated under this policy as well as by the Executive Order of

President Biden dated September 9, 2021; and may be subject to additional federal requirements of the Head Start Program.

Authority

The Board directs that the established Board policies and procedures relative to illnesses among Intermediate Unit employees shall also apply to infected employees.

The Board shall mandate vaccination against COVID-19 to be a condition for employment.

Delegation of Responsibility

Intermediate Unit administrators shall notify employees and contractors about current Board policies concerning mandatory vaccination for COVID-19 and shall provide reasonable opportunities to discuss the policy and related concerns.

Guidelines

Confidentiality

All records of vaccination and approved exemptions will be maintained by Human Resources, such records will not be included in employee personnel files.

Employees who are not fully vaccinated, have not applied for and/or been granted an exemption may be subject to disciplinary and/or corrective action, up to and including possible dismissal from employment. Employees who are found to have falsified information related to their COVID-19 vaccination status or eligibility for an exemption may be subject to disciplinary and/or corrective action, up to and including possible dismissal from employment.