

PSB STAFF COVID-19 VACCINATION POLICY

The Public Schools of Brookline (PSB) are committed to providing a safe environment during the COVID-19 pandemic. According to public health experts, vaccination is the leading prevention strategy to combat the COVID-19 pandemic, reduce hospitalizations and severe disease, and keep members of our school community safe. Particularly due to the inability of many students to obtain vaccination until they are age-eligible, and the setting of schools where groups gather indoors, the Public Schools of Brookline, consistent with public health guidance and the Governor's Executive Orders, shall require all staff to provide proof that they have received full COVID-19 vaccination and maintain full vaccination as a condition of employment, unless they receive a documented medical or religious exemption in accordance with relevant state and/or federal law. In the event that such an exemption is approved, exempted staff shall provide continuing proof of three weekly negative COVID-19 viral test results to the Office of the Coordinator of School Health Services (or entities designated by the Office of the Coordinator of School Health Services) every school week as a condition of employment. At least one of the three weekly COVID-19 viral tests must be a molecular test performed in a clinical setting.

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Definitions:

1. "Full COVID-19 vaccination" status will be accorded to any person two weeks after the final dose of initial vaccination (one dose for Johnson & Johnson and two doses for Pfizer and Moderna).
2. The "maintain full vaccination" provision obligates staff with "full COVID-19 vaccination" status to receive any Center of Disease Control and Prevention (CDC)-recommended booster vaccine shot(s) for the Johnson & Johnson, Pfizer, and Moderna vaccines within 8 weeks of availability.
3. "COVID-19 viral test results" refer to the results of molecular (nucleic acid, RNA or PCR tests) and rapid antigen tests.
4. "School week" refers to any week in which there is at least one school day.

This policy applies to all existing and newly hired employees and staff, transportation and food service vendors, and PSB-employed contractors, regardless of whether the employee has been diagnosed with COVID-19 in the past. Staff must demonstrate that they are fully vaccinated with an FDA-approved or emergency use authorized COVID-19 vaccine by November 1, 2021. Staff who cannot demonstrate full vaccination by the date of implementation of this policy must submit their first weekly COVID-19 viral test result by the first Monday after policy implementation, and every school week thereafter. PSB leadership will establish processes in consultation with the Brookline Educators Union (BEU) and the American Federation of State, County and Municipal Employees (AFSME) for verifying staff vaccination status and testing protocols necessary to implement this policy. This policy will remain in place until revised or rescinded by the School Committee.

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