

**(INTERIM) STAFF COVID-19 VACCINATION POLICY**

The District is committed to providing a safe environment for the 2021-2022 school year during the COVID-19 pandemic. According to public health experts, vaccination is the leading prevention strategy to end the COVID-19 pandemic, prevent hospitalizations and severe disease, and keep members of our school community safe. Particularly due to the inability of students to obtain vaccination until they are age-eligible, and the environment of schools where groups are gathering indoors, the District, consistent with public health guidance and the Governor's Order, shall require all staff to demonstrate that they have received full COVID-19 vaccination and maintain full vaccination as a condition of employment. A person is fully vaccinated two (2) weeks after the final dose of vaccination (1 dose for Johnson & Johnson and 2 doses for Pfizer and Moderna).

This policy applies to all existing and newly hired employees and staff, as well as transportation and food service vendors and 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 October 15, 2021. Only those staff who have been granted medical exemptions under the Americans with Disabilities Act ("ADA") or have an exemption for a sincerely held religious belief (Title VII) will be exempt from this mandate.

Staff who are granted an exemption must either participate in NPS provided weekly asymptomatic COVID-19 testing when provided by NPS OR provide official proof of weekly negative COVID-19 tests as a condition of employment.

Newton Public School administration will establish processes for verifying staff vaccination status, the exemption process, and testing protocols necessary to implement this policy.

This policy will remain in place until rescinded by the School Committee or the conclusion of the 2021-2022 school year, whichever comes first.

REFERENCES:

**Governor Baker’s Executive Order No. 595**

<https://www.mass.gov/doc/august-19-2021-executive-department-employee-vaccination-order/download>

**Massachusetts Department of Public Health**

<https://www.mass.gov/info-details/massachusetts-covid-19-vaccine-information>

**Center for Disease Control and Prevention Vaccine Information**

[Vaccines for COVID-19](#)

**Center for Disease Control and Prevention – Guidance for Covid-19 Prevention in K-12 Schools Updated August 5, 2021**

[Guidance for COVID-19 Prevention in K-12 Schools and ECE Programs](#)

**Massachusetts Department of Elementary and Secondary Education and Department of Public Health**

[DESE/DPH COVID-19 Guidance for Districts and Schools: Fall 2021 - July 30, 2021](#)

SOURCE: Newton

Adopted: September 1, 2021