

DRAFT 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, unless they receive a documented medical or religious exemption in accordance with relevant state and/or federal law. The PSB strongly recommend that staff with "full COVID-19 vaccination" status 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.

Definitions:

"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). 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 or within one month of the start date of their employment, unless they receive a documented medical or religious exemption in accordance with relevant state and/or federal law. PSB leadership will establish processes in consultation with the Brookline Educators Union (BEU) and the American Federation of State, County and Municipal Employees (AFSCME) for verifying staff vaccination status necessary to implement this policy.