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Policy 394: COVID-19 Staff Vaccination Policy

Adopted 10/20/21

I. INTRODUCTION

The Shrewsbury Public Schools is committed to providing a safe environment during the COVID-19 pandemic. Vaccination is one of the leading prevention strategies to end the pandemic, prevent hospitalizations and severe disease, and keep members of the school community as safe as possible while preventing absences that compromise the delivery of instruction and support for students and that stretch staff resources. In consideration of our students' and staff's safety indoors and consistent with public health guidance and the Governor's order for employees of the Commonwealth, Shrewsbury Public Schools shall require all staff to demonstrate they have received full COVID-19 vaccination and maintain full vaccination as a condition of employment. Full vaccination is currently defined as two doses of the Pfizer or Moderna vaccines or 1 dose of the Johnson & Johnson vaccine. The School Committee reserves the right to require a third dose of Pfizer or Moderna or a 2nd dose of Johnson & Johnson, or some other combination of vaccine doses as recommended by medical and public health experts, at a later date.

This policy applies to all existing and newly hired employees and staff, regardless of whether or not the employee has been diagnosed with COVID-19 in the past.

Staff must demonstrate they are fully vaccinated by December 1, 2021.

II. Exemptions: Only staff who apply for a medical exemption to the Superintendent of Schools and/or his/her designee under the American with Disabilities Act or apply for a religious exemption for a sincerely held religious belief (Title VII) will be considered for exemption from this policy. If an exemption is granted staff must provide evidence of a negative COVID-19 test on a weekly basis as a condition of employment.

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

IV. This policy will remain in place for a period of five years or until rescinded by the School Committee and may be reviewed or revised in response to issuance of public health and medical

recommendations regarding vaccination, including but not limited to additional shots or additional FDA-approved or emergency use authorized COVID-19 vaccines.