

FENTON CHARTER PUBLIC SCHOOLS

Inter-Office Correspondence

TO: All Fenton Staff
Adults Working on Fenton Facilities

DATE: October 21, 2021

FROM: David Riddick, Chief Executive Officer
Jason Gonzalez, Chief Operating Officer

SUBJECT: COVID-19 Vaccine Requirement for FCPS Employees and Other Adults Working on Fenton Facilities

BACKGROUND

On August 19, 2021, the Board of Directors approved a COVID-19 vaccine requirement for FCPS employees and other adults working on Fenton facilities. Achieving a high vaccination rate has been identified by the Los Angeles Department of Public Health (LADPH) to lower the risk of infection and transmission of COVID-19 at a school site. High vaccination rates greatly decrease risk of severe illness, hospitalization and death in those who are fully vaccinated, and provide an additional layer of protection for those who are not currently eligible for vaccination (e.g., all students younger than 12 years of age). The Los Angeles Department of Public Health (LADPH) urges all LEAs to adopt strategies that normalize, promote and facilitate COVID-19 vaccination for all eligible staff and students.

The deadline for employees and other adults working on Fenton facilities to submit proof of full vaccination was October 8, 2021. All employees and other adults currently working on Fenton facilities are vaccinated. Results of our most recent weekly COVID-19 testing show all staff and students are negative for COVID-19. We have had a few individuals seek an accommodation to the vaccine requirement based on a sincerely held religious belief. These individuals are currently on paid leave effective Monday, October 18, 2021.

ANALYSIS

All employees and other adults working on facilities are required to submit proof of full vaccination.

Required Documentation

Pursuant to the CDPH Guidance for Vaccine Records Guidelines & Standards, the following modes may be used as proof of vaccination:

1. COVID-19 Vaccination Record Card (issued by the Department of Health and Human Services Centers for Disease Control & Prevention or WHO Yellow Card) which includes name of person vaccinated, type of vaccine provided and date last dose administered); OR
2. Photo of a Vaccination Record Card as a separate document; OR
3. Photo of the client's Vaccination Record Card stored on a phone or electronic device; OR
4. Documentation of COVID-19 vaccination from a health care provider.

Submission of Documentation: Fenton staff have two ways to submit this information.

1. **Staff with a Fenton email account** - Submit proof of vaccination via Google Survey "FCPS COVID-19 Vaccine Upload" - <https://forms.gle/zQyFjxMs3Tbb2H2C7>
2. **Staff and Other Adults Without a Fenton Email** - Submit proof of vaccination via email to fentondocs@fentoncharter.net.

Unable to Accommodate Exemption from the COVID-19 Vaccine Requirements

Given current health challenges during the pandemic and appreciating the risks to the health of students, staff and families, the CEO and COO believe Fenton is unable to accommodate an exemption from the COVID-19 Vaccine Requirement for a serious medical condition or sincerely held religious belief. While news reports are encouraging on the condition of the pandemic, the State of Emergency continues, and as most public health officials acknowledge we are not out of the pandemic yet. New strains also present new concerns, and we do not yet have an FDA approved vaccine for children under 12.

The Fenton Charter Public Schools operate classroom based charter schools. Currently, we have 56 students working remotely supported by our Distance Learning Lead Teachers, Yesenia Fuentes and Kelley Christenson. At this time, we do not have an option for individuals requesting an exemption to work remotely. The following requested action is alignment with action taken by neighboring school districts and charter schools. In addition, our legal counsel has been involved with the creation of the requested action.

Board Approved Action (October 21, 2021)

Appreciating the risks to the health of students, staff and families, the following is requested:

1. Approval to place employees requesting an exemption from the FCPS COVID-19 vaccine requirement on paid discretionary leave until October 31, 2021 to obtain their first dose of the COVID-19 vaccination.
2. At the end of this discretionary leave (October 31, 2021), the CEO and COO will reevaluate and determine whether it is appropriate to provide additional discretionary leave, either paid or unpaid.
3. If an employee obtains the first dose of the COVID-19 vaccine by October 31, 2021, the paid leave will be extended to allow for the employee to receive their second dose within the time frame of the Moderna or Pfizer vaccine.
4. The CEO and COO are requesting approval from the board on discretion in terms of applying additional leave, either paid or unpaid, to ensure Fenton complies with the ever changing landscape on exemptions to COVID-19 vaccine requirements.