



## MONTCLAIR KIMBERLEY ACADEMY

### COVID-19 Vaccination Policy

April 2021, updated January 2022

Educational institutions are potential high-risk areas for transmission of vaccine-preventable diseases including the COVID-19 virus. In furtherance of mitigating the risk of infection within the School community, the School requires that all employees, both full-time and part-time, to be fully vaccinated and receive a booster of the COVID-19 vaccine. Recommendations within this policy are in accordance with guidelines by local health authorities.

#### **Procedure:**

The COVID-19 vaccine is now available. Employees shall be responsible for receiving the vaccination prior to the commencement of the 2021-2022 academic year. Employees must provide proof of vaccination by submitting either certification from a healthcare provider or the vaccination card to the Head of School's Office (Cristina Junquera). Proof will be maintained confidentially in the employee's file and will only be available to authorized school personnel.

#### **Booster Requirement:**

All employees will be required to receive a booster shot by February 1, 2022, or when they become eligible for the booster. Employees have 14 days from when they become eligible to meet this requirement. After receiving a booster, employees should send proof of the booster to Cristina Junquera at [cjunquera@mka.org](mailto:cjunquera@mka.org).

When Am I Eligible for a Booster?

- Six months after the second dose of an mRNA vaccine, including Pfizer and Moderna.
- Two months after the single dose of J&J Janssen vaccine.
- If you are not eligible to get a booster before February 1, 2022, you will have 14 days from the date that you become eligible to provide your vaccine booster information.
  - For example, an employee who got the second dose of Moderna on August 15 would be eligible for a booster on February 15 and would need to get a booster and provide their vaccine information by March 1, 2022.
- People who are eligible for a booster and have recently tested positive for COVID-19 may delay getting a booster 90 days (plus 2 weeks) after the date of their positive PCR test, though they may choose to get a booster as soon as they complete their isolation period.

Please note: Anyone eligible for a booster may receive either the Moderna or Pfizer version, regardless of their original COVID-19 vaccine. "Third doses" of the vaccine for immunocompromised people will count as a booster for the purpose of this policy.

#### **Exemption:**

Exemptions to the COVID-19 vaccination may be granted for documented medical contraindications or sincerely held religious beliefs. Exemptions will not be granted on the basis of prior COVID-19 infection. The

standard for an exemption is established based upon applicable federal and state law, and recommendations from local authorities.

In the event an employee has a medical condition which prevents the employee from receiving the vaccine, the employee must submit certification from a healthcare provider to the Head of School. This documentation will be maintained confidentially in the employee's file.

If an employee is seeking an exemption due to a sincerely held religious belief, the employee must submit this request to be exempt in writing to the Head of School. This documentation will be maintained confidentially in the employee's file.

Staff with approved exemptions do not need to apply for another exemption for the booster. They are not required to get a booster.

Applications for exemptions will be reviewed carefully and in accordance with applicable School policy and law. The School reserves the right to inquire further with any employee requesting an exemption, and to seek additional documentation in support of the request. Employees who receive an exemption from the COVID-19 vaccination requirement may be subject to additional restrictions and requirements to ensure the health and safety of the MKA community, including, but not limited to, weekly COVID-19 testing

Failure to comply with this policy may result in termination.