



**Union County Educational Services Commission
Policy 1648.11 The Road Forward - District Plan for Safe Return
2021-2022 School Year**

****This Appendix replaces “Appendix A – Vaccination” adopted on October 6, 2021 ****

**Appendix A – Vaccination
(Revised: November 10, 2021)**

Union County Educational Services Commission recognizes vaccines as safe, effective and accessible measures of COVID-19 prevention and control in school settings.

The Board of Directors strongly encourages all eligible students and staff to obtain COVID-19 vaccinations to prevent infection, reduce severe symptoms of illness, and slow the spread of the pandemic in the community.

The Commission will distribute information regarding the benefits and availability of COVID-19 vaccinations on a regular basis and work with local public health officials to identify opportunities to increase the accessibility of vaccinations for eligible students and staff.

Based on guidance from the New Jersey Department of Health and New Jersey Department of Education, the Commission will implement a system to determine the vaccination status of eligible students and staff.

Accurate representation of the vaccination status of eligible students and staff is essential to the safe operation of Commission schools and programs. The survey information will be used to:

- Improve the efficiency of contact tracing;
- Guide travel restrictions and school or work exclusions;
- Make informed decisions regarding implementation of additional health and safety protocols;
- Assess the need and interest of providing vaccination clinics in the district; and
- Respond to requests for information from the NJDOE and NJDOH.

All eligible students and staff are required to complete a written survey to disclose vaccination status. Staff are also required to submit written proof of vaccination, if applicable.

Students who do not wish to disclose vaccination status can do so without consequence and will be considered as unvaccinated individuals in all relevant decision-making.

Staff members who opt to not disclose their vaccination status will be assumed to be unvaccinated in determinations regarding close contact and work exclusion, and will be subject to COVID-19 weekly testing pursuant to Executive Order No. 253.

All vaccination data will be kept confidential in the Superintendent’s Office to the maximum extent permitted by Federal and State law and will not be used in any manner that is discriminatory or otherwise prohibited.

District Screening Testing Program

Pursuant to Executive Order No. 253 and Board Policy 1648.12 “School Employee Vaccination Requirements”, all school employees and contracted service providers who will have contact with students will be required to provide adequate proof that they have been fully vaccinated or submit to COVID-19 testing one time each week on an ongoing basis until fully vaccinated, effective October 18, 2021.

Employees who are partially vaccinated, whose vaccination status is unknown, or who have not provided sufficient proof of documentation, shall also be considered unvaccinated and required to submit to weekly testing.

To ensure the safest possible environment for students and school staff, the Board of Directors has elected to enroll in the NJDOH School COVID-19 Screening Testing Program. District employees will be invited to participate in free, school-based weekly testing that fully satisfies the requirements of Executive Order No. 253.

Unvaccinated employees who opt out of participation in the district screening testing program shall be required to obtain and submit proof of COVID-19 testing on a weekly basis as directed by the Office of the Superintendent. Results of commercially available “self-administered, at-home” COVID-19 tests do not satisfy the requirements for testing under Board Policy 1648.12. Testing will be at the time and expense of the unvaccinated employee.

If an unvaccinated employee is not working on-site in the school district during a week when testing would otherwise be required, the employee is not required to submit to testing for that week.

Unvaccinated employees who had a positive COVID-19 test result are not required to submit weekly testing until 90 days have transpired since recovery from illness or the positive test result, whichever is later.

Employees who are not fully vaccinated and fail to provide proof of COVID-19 testing on a weekly basis according to published timelines and procedures will be placed on medical leave and absences will be deducted from accumulated paid sick or personal leave until such time that proof of COVID-19 testing is submitted.

Contracted service providers shall be responsible for compliance with Executive Order No. 253 with respect to their own employees who perform work with students on a regular basis and are required to certify compliance for their employees in order to provide contracted services on behalf of the Board of Directors.

Union County Educational Services Commission maintains the right to request proof of COVID-19 vaccination and/or weekly screening testing from all contracted service providers. Failure to comply with requirements of Executive Order No. 253 may result in assessment of fines, penalties and/or contract termination.

The Board of Directors is responsible for tracking results of weekly screening testing and reporting results to enrolled employees and local public health departments as required by Executive Order No. 253.

Union County Educational Services Commission will revise COVID-19 vaccination and testing policies as appropriate in response to updated guidance or directives from the NJDOE and NJDOH.