

Policy Considerations Regarding A Vaccine Mandate

September 13, 2021



PREPARING STUDENTS
FOR LIFE



Dan Hoying General Counsel



Introduction

- At the Board Policy Committee meeting on August 26, the administration was given the assignment to present on several issues related to a possible Board policy requiring employees to receive a COVID-19 vaccine, including:
 - Medical / Public Health Considerations
 - Other Organizations With Vaccine Mandates
 - Implementation Considerations
 - Feedback from Constituents / Partners



Background

- Cincinnati Public Schools is fully supportive of all employees receiving the vaccine and has actively encouraged employees to receive the vaccine since it became available in January 2021.
- The District personally petitioned the Governor to make CPS the first public school in Ohio to offer vaccines to employees, and CPS employees were among the very first school employees in the state to receive the vaccine.
- CPS offered vaccination sites for employees' first and second dose at CPS school sites and at the Duke Energy Center, during which time we estimate that approximately 70% of employees were vaccinated.
- CPS also offered a \$250 wellness incentive to all employees receiving the vaccine. That incentive continues to be offered.



Organizations with Vaccine Mandates

States with Vaccine Mandates for Teachers (Weekly testing is an option in various districts)

- California
- Connecticut
- Hawaii
- Illinois
- New Jersey
- New Mexico
- New York
- Oregon
- Washington
- Puerto Rico (U.S. Territory)



Organizations with Vaccine Mandates

Sample of Districts without options for weekly testing (except for exemptions):

- Aurora, CO
- Chicago, IL
- Denver, CO
- New York, NY
- Philadelphia, PA
- St. Louis, MO
- Washington D.C.



Organizations with Vaccine Mandates

Other Local Organizations with Vaccine Mandates

- City of Cincinnati (weekly testing allowed)
- The six Cincinnati area hospital systems: UC Health, Cincinnati Children's Hospital, the Christ Hospital, Bon Secours Mercy Health and St. Elizabeth Healthcare
- The Ohio State University
- Miami University

Other Alternatives in Vaccination Policies

- Mask Requirement only for UNVACCINATED (Indianapolis Public Schools, New Mexico and Vermont)
- Leave using own accrued balances or in unpaid status until compliance (City of Cincinnati)
- Charging health insurance premium surcharge for employees (Delta)





Dr. Grant Mussman
Chief Medical Officer

Cincinnati Health Department



Medical / Public Health Questions

- What do we know about the Delta variant?
- What is the benefit of 100% vaccination compliance?
- Do we believe that testing those unvaccinated once a week will decrease transmission among adults?
- Is it still necessary for our staff members to wear masks if they are vaccinated or being regularly tested?





Susan Bunte Assistant Superintendent



Policy Implementation

If approved, CPS will use the following timeline for implementation:

- 9/14: Employees notified via email and phone
 - Portal open for submission
 - COVID-19 hotline and ITM help desk open to support inquiries
- 9/25: Vaccine Clinic at Woodward, 9 a.m.-3 p.m.
- 10/1: Policy takes effect
 - Deadline for all employees to submit proof of first dose
 - Deadline for all co-located partners to sign MOU affirming compliance
- 10/4: Employees begin submitting weekly COVID-19 test results (this includes those unable to vaccinate and unwilling to vaccinate, at the will of the Board)
- 11/1: Deadline for all employees to submit proof of second dose of vaccine (if applicable)

Note: For new hires or employees returning from leave, proof of vaccination will be a condition of employment or of return, effective October 1.

Policy Implementation

Employees will submit information via a secure online portal or in-person at the Ed Center:

- Proof of vaccination (CDC vaccination card)
- Request for medical or religious exemption

Co-located partners will be required to sign an addendum to their MOU agreeing to compliance with the policy by October 1.

CPS will offer multiple supports for employees and partners:

- CPS vaccination clinic on 9/25
- COVID-19 hotline for any questions
- Walk-in support at the Employee Care Center
- Website with resources and more information
- Ongoing reminders via email and phone

**Note: CPS will review submissions to confirm compliance or approve exemption and will notify the employee via email. If approved, CPS anticipates hiring an additional FTE in order to implement this policy.*



Policy Implementation

Unable to vaccinate

- This includes any employee or partner with an approved medical or religious exemption.
- Employee will be required to undergo weekly testing of their choice (excluding at-home tests) and submit results to CPS via a secure portal.

Unwilling to vaccinate

- The Board's policy should take into consideration employees who may be unwilling to vaccinate and whether such employees will have the option to undergo weekly testing (excluding at-home tests) and submit results to CPS via a secure portal.
- If there is no option for weekly testing, employees unwilling to vaccinate would be subject to termination of their employment.



Policy Implementation

Employees will submit proof of vaccination and requests for exemptions via a secure online portal accessible via any device with an internet connection.

 BusinessPLUS COVID-19 Vaccination Form - Add Mode Help Close

COVID-19 Vaccination Form

Effective for the 2021-2022 school year, it shall be the policy of the Board of Education to require all District employees and co-located partners to receive a COVID-19 vaccine. Employees will be required to provide either proof of vaccination or an approved reasonable accommodation to be exempted from the requirements.

Please use this form to submit proof of vaccination or request a religious or medical exemption. Please click on "Attach" below to upload any and all applicable documentation. Any intentional misrepresentation contained in this request may result in disciplinary action, up to termination of employment.

Once submitted, CPS will review your submission. Once reviewed, you will receive an email confirming your submission and any applicable next steps. You may submit this form multiple times in order to update your status.

For questions about the COVID-19 vaccine policy, please contact the COVID-19 Hotline at (513) 363-0527.
For technical support, please contact the ITM Help Desk at (513) 363-0390, Option 1.
For additional information, please see [\[CPS COVID-19 website\]](#).

Status:

- Select -

I am fully vaccinated

I am partially vaccinated

I am not vaccinated

Request an exemption

By signing below, I verify that the information is complete and accurate to the best of my knowledge, and I understand that any intentional misrepresentation contained in this request may result in disciplinary action, up to termination of employment.

Request Status:

Submit

Attach

Reset





Dan Hoying General Counsel



Union Discussion

- Met with union groups on Friday



THE
FUTURE
IS BRIGHT



**Student-Centered
Decision Making**



**Health and
Safety**



**Community
Engagement
and Influence**



**Optimized
Capabilities**



Growth



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