

Personnel

SUBJECT: REQUIRED VACCINATIONS

The Mount Pleasant Blythedale Union Free School District is a unique educational institution existing for the purpose of educating a population of medically fragile children who are inpatients and day hospital children receiving rehabilitation and medical services at Blythedale Children's Hospital ("Hospital"). Recognizing the District's location within the campus of Blythedale Children's Hospital and its responsibility to protect the District's students who are extremely vulnerable and have complex needs, as well as the students' families and the District's staff, the Board of Education requires all District staff as well as individuals who work for the District through contracted service providers (referred to as "staff"), to be fully vaccinated against Covid-19 by November 15, 2021. An individual is considered to be fully vaccinated two weeks after receiving either the second dose of a two-dose vaccine (such as Pfizer or Moderna) or one dose of a single-dose vaccination (such as Janssen). Going forward, staff will also be required to update their vaccination status with any boosters associated with the vaccines.

Staff who do not meet this requirement, unless exempted in accordance with law and this policy, will be considered ineligible for employment with the District and their employment will be terminated.

To establish that they are fully vaccinated, staff shall present a completed COVID-19 Vaccination Record Card or other such acceptable written or digital documentation, such as NYS Excelsior Pass or Excelsior Pass Plus. The District will maintain this information as confidential.

In order to facilitate the staff's ability to receive vaccinations, the District will accommodate requests for appropriate schedule changes and will pay staff for the time spent receiving the vaccination.

Consistent with law, the District will consider requests for exemption to the vaccine mandate for a qualifying medical condition that contraindicates the vaccination. The District will consider any such bona fide request on an individual basis and engage in an interactive process to determine if a reasonable accommodation can be provided so long as it does not create any undue hardship for the District and/or does not pose a direct threat to the health or safety of the District's students and others in the workplace. A medical exemption will be considered upon receipt of a completed "Request for Medical Immunization Exemption," signed and certified by a licensed healthcare provider not related to the individual submitting the request and whose specialty is appropriate to the associated condition. In addition, the School Physician will review the submitted medical exemption request. If such medical exemption is granted, said individual will be required to submit to at least once per week testing for Covid-19.

Adopted: September 28, 2021