



Authority Policy 4011

COVID-19 VACCINATION

Legal Reference: Ontario Ministry of Health COVID policies and Guidelines

Related References: KidsAbility Centre Health and Safety Policy and COVID Guidelines

Effective Date: November 1, 2021

Revisions:

Reviewed:

1. Preamble:

- 1.1. The purpose of this document is to outline KidsAbility School Authority's (KASA) expectations with regards to COVID-19 vaccination of staff, volunteers, third-party contractors, student practitioners, frequent visitors and other professionals who provide in-person services in schools and who have direct contact with staff and/or students.
- 1.2. The KidsAbility School Authority recognizes the importance of immunization as a key element to help keep school settings safe. This COVID-19 vaccination policy aims to protect the school board's population of vulnerable children who are not eligible for vaccination due to age and medical conditions and who are mostly exempt from wearing face masks and/or shields.

2. Policy:

- 2.1. To remain consistent with KidsAbility Centre in which KASA is located, and in accordance with Letters of Instructions issued to Children's Treatment Centres by the Office of the Chief Medical Officer of Health, the following applies as a condition of employment, effective November 1, 2021.
 - Proof of full vaccination against COVID-19, or
 - Written confirmation of a medical exemption from either a physician or nurse practitioner that sets out:
 - 1) a documented medical reason for not being fully vaccinated against COVID-19 and
 - 2) the effective time period for the medical exemption.
- 2.2. This vaccination policy applies to the following groups:

- All school authority employees/staff, including daily and long-term occasional teachers and casual education workers;
- School authority trustees;
- Student transportation drivers;
- Volunteers;
- Frequent visitors, including third-party contractors;
- Students on educational placements

2.3. Previously unvaccinated employees have until October 31, 2021 to provide proof of their full vaccination. For the purpose of this Policy, “full vaccination” means having received two doses of a COVID-19 vaccine or combination of COVID-19 vaccines approved by the World Health Organization and having received the final dose of the COVID-19 vaccine at least 14 days ago.

2.4. Daily proof of a negative test continues to be a requirement of attending KidsAbility School for 14 days after receiving a second dose.

2.5. Employees who do not provide documentation of their vaccination status or a medical exemption by October 17, 2021 will be placed on an unpaid leave of absence beginning on November 1, 2021.

3. Testing Requirements

3.1. Prior to November 1, 2021, individuals subject to the policy who are not fully vaccinated must regularly complete rapid antigen testing for COVID-19 and demonstrate a negative result for each day in attendance at KidsAbility School. Individuals must provide verification of the negative test result via text or email to the school office prior to school arrival each day.

3.2. After November 1, 2021, those employees on a medical exemption must continue to submit negative rapid antigen test results for each day in attendance at KidsAbility School.

3.3. Individual rapid antigen test kits will be provided to those individuals needing to fulfill the testing requirement. Tests will be completed off-site during non-work time.

4. Disclosure See Policy 4011

5. Confidentiality Statement

KidsAbility School Authority is required pursuant to the Chief Medical Officer of Health’s direction, to report statistical information to the Ministry of Education. All

statistical information will be provided in depersonalized aggregate form on a monthly basis.