

NEW HEIGHTS CHARTER SCHOOL COVID-19 VACCINE POLICY

Approved: September 20th, 2021 Revised December 17, 2021

Vaccinations are an essential part of protection against COVID-19. In order to reduce transmission and ensure students can remain on campus in the safest possible environment and receive the best education possible, New Heights Charter School is now requiring all staff to be fully vaccinated by October 15, 2021 and **all students who are eligible for the COVID-19 vaccination to be fully vaccinated by the start of the 2022-23 school year**, unless they have a qualified exemption.

Aligning with the policies set forth by Los Angeles Unified, New Heights Charter School, which is part of LAUSD and is co-located on an LAUSD campus, will expect the following:

EMPLOYEES and CONTRACTORS

As part of our efforts to provide the safest possible environment in which to learn and work, all employees, contractors and other adults who provide services on the school campuses will be mandated to be fully-vaccinated against COVID-19 no later than October 15, 2021 as a condition of continued employment/service.

“Fully-vaccinated” refers to an individual who has received the first and second doses of the vaccine (or, in the case of Johnson & Johnson, the single required dose) and has completed the two-week period that follows to ensure maximum immunity.

Employees will be allowed to be vaccinated during their workday (up to three hours) including travel time, be allowed time for vaccine reaction, to be determined on a case-by-case basis, be allowed to submit verifiable vaccination documentation from a health care provider, and be allowed to take up to three hours during their workday to take a dependent to be vaccinated. We ask employees to notify their supervisor one day ahead (and secure a substitute if applicable) if they are scheduling an appointment during their workday.

Although the District is requiring vaccines for employees, the District will still engage in an interactive process to determine if a reasonable accommodation exists to permit an employee to continue working who cannot take the vaccine due to disability or sincerely held religious belief.

STUDENTS

As COVID-19 vaccines are approved for students of various ages, New Heights Charter School will follow LAUSD guidelines regarding vaccination mandates for those students. **Eligible students must be fully vaccinated for the COVID-19 vaccination by the start of the 2022-23 school year.** Proof of vaccination must be shared with the school office in the manner required by the school to ensure the validity of the documentation.