

EL CAMINO REAL ALLIANCE

EXECUTIVE DIRECTOR RECOMMENDATION

BOARD MEETING DATE: September 23, 2021

AGENDA ITEM:

Mandatory COVID-19 Employee Vaccination Policy

BRIEF SUMMARY OF THE ISSUE:

On August 13, 2021, the Los Angeles Unified School District (“LAUSD”) implemented a mandatory COVID-19 employee vaccination policy (“Policy”), in response to the ongoing impacts of the COVID-19 pandemic. This is in addition to the LAUSD’s policy to test all employees for COVID-19 on a regular basis, regardless of COVID-19 vaccination status. These policies apply to all employees working on LAUSD-owned sites, among other individuals. As ECR’s campus is owned by LAUSD, this Policy directly applies to ECR. The Policy has a compliance deadline of October 15, 2021. Implementation of a mandatory COVID-19 employee vaccination policy will take the most protective approach towards health and safety as the Delta Variant continues to spread amongst unvaccinated individuals, and as the majority of students are likely unvaccinated against COVID-19. However, the implementation of such a policy may lead to difficult personnel decisions relating to employees’ requests for medical and religious accommodations. Furthermore, a mandatory COVID-19 employee vaccination policy could negatively impact morale on campus, at least insofar as employees who are hesitant to get vaccinated.

PERSONNEL INVOLVED:

All school personnel

FISCAL IMPLICATIONS (IF ANY):

N/A

IMPACT ON SCHOOL MISSION, VISION OR GOALS (IF ANY):

This directly impacts the school’s responsibility to provide a safe environment for all students and school staff / personnel, while ensuring that we do not impinge on the civil rights and liberties of school staff / personnel.

OPTIONS OR SOLUTIONS:

N/A

EXECUTIVE DIRECTOR'S RECOMMENDATION:

Approve the mandatory COVID-19 Vaccination Policy. Given that the main campus is on property owned by LAUSD, we are required to comply with the Policy.

PROPOSED MOTION:

Motion to adopt the COVID-19 Employee Vaccination Policy.