

**AMENDED MANDATORY VACCINE POLICY FOR
WEST BOLIVAR CONSOLIDATED SCHOOL DISTRICT**

The Board of Trustees for the West Bolivar Consolidated School District (hereafter “WBCSD”) hereby adopts the following policy mandating COVID-19 vaccines for all employees of the WBCSD except employees with qualified exemptions from and after the date of approval by the Board:

Section 1 Definitions.

A. **Covered Employee:** The term “covered employee” means all persons employed as superintendents, department heads, staff of any type, teachers, assistant teachers, substitute teachers, janitorial and maintenance staff, cafeteria staff, bus drivers, mechanics or other employee members or persons on payroll at WBCSD.

B. **Fully Vaccination:** means vaccinated using the two-dose Pfizer or Moderna vaccine plus the booster or two-doses of Johnson vaccine as authorized or recommended by CDC or FDA.

C. **Exemptions:** The term exemption shall mean a sincerely held religious belief as defined by the Equal Employment Opportunity Commission (“EEOC”) in 29 CFR 1605.1 or a bona fide medical/disability as defined by the EEOC in 29 CFR 1630.2 hereinafter referred to jointly as “qualified exemptions”.

Section 2. Requirement.

All employees of the WBCSD must take all necessary actions to ensure that as covered employees, he/she shall: (i) wear a face covering anytime the covered employee can be expected to physically interact with students, employees or members of the public in the course of performing their job duties in any enclosed room, setting or vehicles owned by WBCSD and (ii) all employees of WBCSD are mandated to become fully vaccinated against the COVID-19 or other coronaviruses or provide proof of a qualified religious, medical or disability exemption with supporting evidence of the exemption when required as hereinafter provided for in this policy.

Section 3. All persons employed by WBCSD must provide proof of having received at least two doses of an approved COVID-19 vaccine plus the appropriate booster to the office of the Superintendent of Education no later than February 11, 2022.

Section 4. Covered employees who claim an exemption and elect not to take a COVID-19 vaccine shall be subject to weekly testing at District cost and under District supervision. Employees who are not exempt from COVID-19 vaccination shall be subject to weekly testing at their own expense and not receive any additional leave time if they contract a coronavirus. Any employee who obtains private tests shall provide the Superintendent proof of the same within two (2) days thereafter and continue to wear a face covering at all times at the

workplace and/or during work hours where said employee can be expected to physically interact with students, other employees and members of the public in the course of performing their job duties. Failure to do so may result in disciplinary action.

Section 5. Each vaccinated employee and employees with a qualified exemption shall be entitled to five (5) additional leave days in the event said employee tests positive for the coronavirus and is required to be quarantined or hospitalized from the employees and student population. An employee who is not vaccinated or covered by a qualified exemption shall not be entitled to any additional leave days.

Section 6. The Superintendent is authorized to grant leave not to exceed four (4) hours for any employee who requests permission to leave work for the sole purpose of taking a vaccine until February 11, 2022 and to newly employed person on a case by case basis.

Section 7. Any employee who test positive for COVID-19 shall be subject to the district's COVID protocol policy.

Section 8. Effective date. This amended policy shall take effect on the date of approval by the Board of Trustees of the West Bolivar Consolidated School District and remain in force and effect until further consideration of the Board.

APPROVED this the _____ day of January, 2022.