

Invictus Leadership Academy Staff COVID-19 Vaccination Policy

Background Information:

Invictus Leadership Academy has followed the guidance of our local department of public health, the CDC, and implemented ongoing protocols to prevent COVID exposure, transmission, and illness. These protocols include daily screenings, weekly testing of all staff and students regardless of vaccination status prior to site entry, and partnering with families to provide virtual instruction (both synchronous and asynchronous instruction) to students when they are ill (regardless of COVID diagnosis). ILA is pleased with our results of having zero cases of transmission on our school site and is completely committed to providing our families with a safe option for in-person learning.

The purpose of the Invictus Leadership Academy (ILA) Staff COVID-19 Vaccination Policy is to ensure compliance with the Los Angeles Unified School District's December 14th, 2021, decision to expand the district's student and employee vaccination mandate as a policy applicable to all charter schools authorized by the LAUSD Board of Education. ILA also is establishing this Staff COVID-19 Vaccination Policy to publicly post ILA's requirements for staff, and contractors; as required by our authorizer, LAUSD.

Scope and Application: This policy applies to all ILA staff, contractors, and others that may perform work or provide services for ILA.

Policy Details: All staff, and contractors are required to be fully vaccinated (as defined by the CDC) against SARS-CoV-2 unless they have an approved exemption because of a disability, medical contraindication, or sincerely held religious belief, practice, or observance. The vaccine is available, per state guidelines and pending availability, to all employees and students at no charge at select locations locally.

https://www.cdc.gov/coronavirus/2019-ncov/vaccines/How-Do-I-Get-a-COVID-19-Vaccine.html?s_cid=10505:where%20to%20get%20covid%20vaccine:sem.ga:p:RG:GM:gen:PTN:FY21

All stakeholders will be given one month from the adoption of this policy to comply with this policy.

Employees who cannot receive a vaccine because of a disability, medical contraindication, or sincerely held religious belief, practice, or observance must affirmatively opt-out of the SARS-CoV-2 vaccination. Contractors and others who perform work or provide services may be required to be fully vaccinated against SARS-CoV-2.

Program Enforcement: Any eligible staff or contractor subject to this policy who fails to obtain full vaccination or an appropriate exemption by the established deadline will be unable to be on-site in any capacity and may be subject to appropriate disciplinary action.

Any unvaccinated person, including those with an approved Religious or Medical exemption, will be subject to additional requirements, including but not limited to regular testing. A Religious or Medical exemption form must be completed by the staff, or student (or parent/guardian if employee or student is less than 18 years of age) and submitted to the Executive Director. Please allow 7 days for your Religious or Medical exemption form to be reviewed and a determination made.

Vaccinated persons subject to this policy will provide ILA with documentation showing their full vaccination status via:

- COVID-19 Vaccination Record Card (issued by the Department of Health and Human Services Centers for Disease Control & Prevention or WHO Yellow Card) which includes the name of the person vaccinated, type of vaccine provided, and date the last dose administered); OR
- Photo of a vaccination Record Card; OR
- a photo of the individual's Vaccination Record Card stored on a phone or electronic device; OR
- documentation of COVID-19 vaccination from a health care provider; OR
- a digital record that includes a QR code that when scanned by a SMART Health Card reader displays to the reader client name, date of birth, vaccine dates, and vaccine type.

Updates: Because public health and authorizer mandates and conditions are changing rapidly, ILA may update this Policy at any time as needed. The Board of Directors delegates to the Executive Director the authority to make such updates and to communicate with parents/guardians accordingly. This Policy shall be implemented in a manner that is consistent with current federal, state, and local law. Should you have any questions regarding this Policy, you may contact the Executive Director.

References

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Leidman E, Duca LM, Omura JD, Proia K, Stephens JW, Sauber-Schatz EK. COVID-19 Trends Among Persons Aged 0–24 Years — United States, March 1–December 12, 2020. *MMWR Morb Mortal Wkly Rep* 2021;70:88–94. DOI: <http://dx.doi.org/10.15585/mmwr.mm7003e1>

Williamson, E., Walker, A. J., Bhaskaran, K., Bacon, S., Bates, C., Morton, C. E., ... & Goldacre, B. (2020). OpenSAFELY: factors associated with COVID-19-related hospital death in the linked electronic health records of 17 million adult NHS patients. *MedRxiv*.

Board Adopted on 2/2/2022