

CINCINNATI PUBLIC SCHOOLS

A RESOLUTION ADOPTING NEW BOARD POLICY:

5322 – COVID-19 VACCINE REQUIREMENT FOR EMPLOYEES

WHEREAS, the Cincinnati Board of Education reviewed the District's proposed *Board Policy 5322 – COVID-19 Vaccine Requirement for Employees*; and

WHEREAS, the Cincinnati Board of Education has determined that proposed *Board Policy 5322 – COVID-19 Vaccine Requirement for Employees* is consistent with the current state laws and District procedures; and

WHEREAS, proposed *Board Policy 5322 – COVID-19 Vaccine Requirement for Employees* has been reviewed by the Administration and the Cincinnati Board of Education Policy Committee;

NOW, THEREFORE BE IT RESOLVED, that the Cincinnati Board of Education approves adopting proposed *Board Policy 5322 – COVID-19 Vaccine Requirement for Employees* as written; and

BE IT FURTHER RESOLVED, that a copy of the Cincinnati Public Schools new *Board Policy 5322 – COVID-19 Vaccine Requirement for Employees* will be posted online and be retained on file in the Office of the Board Members, Cincinnati Public Schools Education Center.

Eve Bolton

**PROPOSED NEW POLICY
FOR BOARD APPROVAL 9-13-21**

Book Cincinnati City School District Policies

Section

Title COVID-19 Vaccine Requirement for Employees

Code

Status Active

Cincinnati City School District Policies

Effective for the 2021-2022 school year, it shall be the policy of the Board of Education to require all District employees and co-located partners to receive a COVID-19 vaccine. Co-located partners include health partners, resource coordinators, school resource officers and other partner working out of a District building.

In accordance with the District's duty to provide and maintain a workplace that is free of known hazards, we are adopting this policy to safeguard the health of our employees; our students and their families; and the community at large from COVID-19, which may be reduced by vaccinations. This policy will comply with all applicable laws and guidance provided by national and local health officials.

All employees are required to receive vaccinations unless a religious or disability/medical exemption is claimed. An employee's claim for a religious exemption must stem from a deeply or sincerely held religious belief or practice. Political beliefs are not a sufficient enough reason to request an accommodation. Employees who cannot receive a COVID vaccination due to a medical reason can request an exception under the American with Disabilities Act (ADA) and the Ohio Civil Right Acts.

Employees claiming one of these exemptions must submit a completed Request for Accommodation form to the Benefits department to begin the interactive accommodation process. Accommodations will vary depending on the specific limitations an employee has as well as the job duties and work environment. Accommodations will be granted where they do not cause the District undue hardship or pose a direct threat to the health and safety of others.

Employees and co-located partners must have received their first COVID-19 vaccination shot by October 1, 2021, and a second shot within the appropriate time thereafter. Employees will be required to provide either proof of vaccination or an approved reasonable accommodation to be exempted from the requirements by this date. New employees shall be advised of this requirement and required to present proof of vaccination prior to the employee's first day of employment.

All employee vaccine information will be treated as confidential.