

The board of trustees recognizes its obligation to provide and maintain a workplace that is free of known hazards. In accordance with this obligation, the board adopts this policy to safeguard the health of district employees, students and the school community from infectious diseases, such as COVID-19 or influenza, which may be reduced by vaccinations. This policy will comply with all applicable laws and is based on guidance from the Centers for Disease Control (CDC) and local health authorities, as applicable.

SCOPE

All district employees are encouraged to receive vaccinations as determined by the board.

PROCEDURES

Employees will be notified by the Human Resources Department as to the type of vaccination(s) covered by this policy and the timeframe(s) for having it/them administered. The district will either provide onsite access to the vaccines or a list of locations to assist employees in receiving vaccines on their own.

The district will pay for all vaccinations covered by this policy. When not received in-house, vaccinations should be run through employees' health insurance where applicable and otherwise be submitted for reimbursement.

If an employee is required to be vaccinated during work hours, sick leave will not be charged. For offsite vaccinations, employees are encouraged to work with their supervisors to schedule appropriate time to comply with this policy.

If requested, employees may be required to provide proof of vaccination before the stated deadlines to be vaccinated have expired. Employees who do not timely provide a proof of vaccination may be required to wear an approved face covering, social distancing and quarantining norms while in the workplace and when engaging with students, staff or visitors, unless an approved exemption/accommodation from wearing a face covering has been provided.

CONFIDENTIALITY

Information regarding an employee's medical status shall be treated as confidential. No information known to the district or its employees regarding an employee's medical status shall be divulged, directly or indirectly, to any other individuals or groups unless the employee gives prior consent to such disclosure or the disclosure is required by law.

Questions regarding this policy may be directed to the Humans Resources Department.



LEGAL REFERENCE:

Idaho Code §33-512

Americans with Disabilities Act

42 U.S.C. §12101

28 C.F.R. §35.107(a) and (b)

28 C.F.R §35.130(a)

Section 504 of the Rehabilitation Act of 1973

29 U.S.C. §794

Title VII of the Civil Rights Act of 1964

ADOPTED:

AMENDED: