VACCINATION REQUIREMENT - FREQUENTLY ASKED QUESTIONS

1. **Will the District require employees to be vaccinated?**
Yes. As part of Los Angeles Unified School District's efforts to provide the safest possible environment in which to learn and work, all District employees, Partners, Contractors and other adults who provide services on District property will be mandated to be fully-vaccinated against COVID-19 no later than October 15, 2021 as a condition of continued employment/service.

2. **What does "Fully-Vaccinated" mean?**
"Fully-vaccinated" refers to an individual who has received the first and second doses of the vaccine (or, in the case of Johnson & Johnson, the single required dose) and has completed the two-week period that follows to ensure maximum immunity.

3. **Will the District allow employees time for getting vaccinated, for vaccine reaction, and protect the notification/privacy of appointments and vaccination status?**
   - *Employees will:*
     - *Be allowed to be vaccinated during their workday (up to three hours) including travel time.*
     - *Be allowed time for vaccine reaction, to be determined on a case-by-case basis.*
     - *Be allowed to submit verifiable vaccination documentation from a health care provider.*
     - *Be allowed to take up to three hours during their work day to take a dependent to be vaccinated.*
     - *Notify their supervisor one day ahead (and secure a substitute if applicable) if they are scheduling an appointment during their workday.*

4. **What if an employee refuses to be vaccinated due to a disability/medical condition or sincerely held religious belief?**
Although the District is requiring vaccines for employees, the District will still engage in an interactive process to determine if a reasonable accommodation exists to permit an employee to continue working who cannot take the vaccine due to disability or sincerely held religious belief

5. **Do I have to be vaccinated if I am pregnant or breastfeeding?**
Although, currently, there is no contraindication to the administration of the COVID-19 vaccine during pregnancy or if a person is breastfeeding, it is recommended that you consult with your doctor to determine whether or not you qualify for a medical exemption.

6. **When will employees receive educational information about the vaccines and vaccination process?**
Vaccination information is available at https://achieve.lausd.net/Page/17454 Additionally, an informational video about the COVID-19 Vaccination is available on MyPLN (keyword: Covid Vaccine), where the District's Medical Director shares information about the COVID-19 vaccine.

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7. **How will the District address concerns from individuals who are vaccine-hesitant?**
   Educational materials and resources are available in the District's website at http://achieve.lausd.net/covidvaccine In addition, the Los Angeles Unified Medical Director will provide clear information about the vaccine through a MyPLN course (keyword: COVID Vaccine).

8. **What is the District's implementation timeline for this policy?**
   All District employees, Partners, Contractors and other adults who provide services on District property will be mandated to be fully-vaccinated against COVID-19 no later than October 15, 2021.

9. **Will the District continue COVID-19 testing after the vaccination policy goes into effect? Will testing frequency change for vaccinated employees?**
   Yes. Los Angeles Unified will continue to provide free weekly COVID testing on school campuses for <u>all</u> students and employees – both vaccinated and unvaccinated. If infection rates in our community decrease, testing frequency may be reduced, and exemptions for vaccinated individuals may be considered in accordance with medical guidance.

10. **What is the reasonable accommodation process that will be followed?**
    The process is outlined in LAUSD Policy Bulletin BUL-4569.1.

11. **Do I have to be vaccinated if I have already had COVID-19?**
    Yes, you are still required to get vaccinated to be fully protected against getting COVID-19. According to the Los Angeles County Department of Public Health, it is recommended you get the vaccination as soon as your isolation is over, and your symptoms are gone.

12. **Must employees utilize the Daily Pass to verify their vaccination status?**
    Yes. Employees who did not receive both doses of their vaccine through the District must upload any external vaccine verification through the Daily Pass. Attachment A provides a job aid on how to upload the external vaccine verification.

13. **What are the consequences of an employee failing to comply with the vaccine requirement?**
    The District may take disciplinary action, including but not limited to placement on unpaid leave and/or separation from service.

14. **Will there be a waiver for those on Leaves of Absences and not at work, such as an employee who is out on parental bonding time?**
    All mandated leaves remain in effect and any waivers for those on Leaves of Absences will be addressed on a case-by-case basis.

Office of COVID Reponse
Uploading External COVID-19 Vaccination Record

This document outlines the steps to upload external COVID-19 vaccination records.
   STEP 1 – Sign in to https://dailypass.lausd.net
   STEP 2 – Select "Submit External COVID-19 Vaccination Record"
   STEP 3 – Select "Self" or "Student"
   STEP 4 – Fill out the vaccine information for either yourself or your student. The student needs to be validated first.
   STEP 5 – Upload vaccine record. Check status of your record under "Vaccinations" in the Daily Pass.

STEP 1
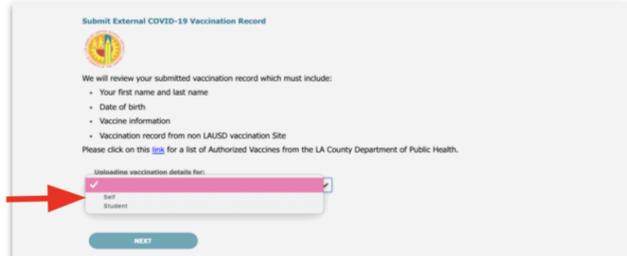Sign in to https://dailypass.lausd.net and select one of the options below.

STEP 2
Select "Submit External C-19 Vaccination Record"

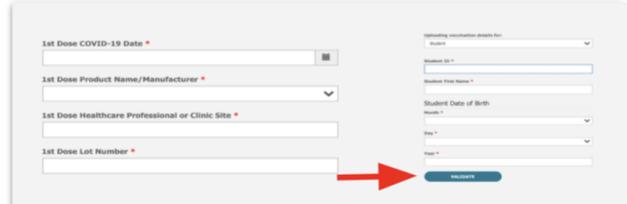**STEP 3**
Select "Self" or "Student", then Next.

STEP 4
Fill out vaccine information for self

OR

Validate student data and then fill out vaccine information for student.

STEP 5
Upload record and Submit. Check status.

Safe Steps to Safe Schools

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