



**Benicia Unified School District  
Amended**

**Resolution No. 21-22-10**

**BUSD Condition of Employment and Volunteer Eligibility: COVID-19 Vaccination**

**WHEREAS**, The Benicia Unified School District (BUSD) has a duty to provide a safe and healthy educational environment consistent with COVID-19 public health guidance and requirements to support the health of its students, staff and the community; and

**WHEREAS**, BUSD has implemented high standard of multi-layered COVID-19 safety and risk-mitigation measures including masking, ventilation, contact tracing, COVID-19 testing, high quality sanitation measures, and the California Department of Public Health order requiring all staff to be vaccinated or undergo weekly COVID-19 testing; and

**WHEREAS**, COVID-19 continues to pose a risk, especially to individuals who are not fully vaccinated; and

**WHEREAS**, The Centers for Disease Control and Prevention (CDC), the California Department of Public Health (CDPH), and Contra Costa Health Services (CCHS) inform us that COVID-19 vaccination is the most effective way to prevent transmission and limit COVID-19 hospitalizations and deaths, and unvaccinated employees and volunteers are at greater risk of contracting and spreading COVID-19 than those with the vaccination; and

**WHEREAS**, several vaccines against COVID-19 have been developed that have been demonstrated to be safe and effective in reducing the spread of COVID-19 as well as the severity of COVID-19 for breakthrough cases, preventing nearly all COVID-19 related hospitalizations; and recent CDC studies indicate that infection and hospitalization rates among unvaccinated persons were 4.9 and 29.2 times, respectively, than those in fully vaccinated persons; and, that authorized vaccines were protective against SARS-CoV-2 infection and severe COVID-19 during a period when transmission of the Delta variant was increasing; and

**WHEREAS**, in light of the effectiveness and safety of the COVID-19 vaccines, the CDC, CDPH, and CCHS have deemed the vaccine appropriate by unanimously recommending that all eligible persons be vaccinated; and

**WHEREAS**, the United States Food and Drug Administration granted full approval to the Pfizer-BioNTech COVID-19 Vaccine on August 23 for the prevention of COVID-19 disease in individuals 16 years of age and older after undergoing the FDA's rigorous, scientific standards for reviewing the safety, effectiveness and manufacturing quality of a product; and

**THEREFORE, BE IT RESOLVED**, to best protect BUSD students, staff, volunteers and the community, the Benicia Unified School District Governing Board approves a vaccine requirement for all employees and volunteers age 16 and older; and

**BE IT FURTHER RESOLVED**, all District workers and volunteers age 16 and older must, as a condition of employment or volunteer eligibility:

1. No later than November 1, 2021, receive their final dose (either the second dose in a two shot series or the first shot in a single shot series) of a COVID-19 vaccine;
2. Provide proof of their COVID-19 vaccination status to the BUSD Human Resource Department no later than November 1, 2021 by completing the vaccination survey;

3. New employees or volunteers must provide proof of their COVID-19 vaccination prior to commencing their work with the District; and
4. With the Volunteers who fail to meet the requirement will no longer be eligible to volunteer in the District;

**BE IT FURTHER RESOLVED**, unvaccinated employees must get tested for COVID-19 at least once a week through the BUSD antigen or PCR testing program at the direction of the Human Resource Department or with prior authorization for external PCR test administered by a healthcare provider or a county public health agency. Previous history of COVID-19 from which the employee recovered, or a previous positive antibody test for COVID-19, do not waive this requirement for testing; and

**BE IT FURTHER RESOLVED**, unvaccinated employees who fail to meet the requirement of weekly testing will be placed on unpaid leave and will face disciplinary consequence up to, and including, termination, for failure to meet a condition of work; and

**BE IT FURTHER RESOLVED**, employees and volunteers must submit proof of vaccination and vaccination status to the District by November 1, 2021, or for new employees and volunteers, prior to commencing work with the District. The document and status will be kept in a confidential medical file and vaccination status will only be available strictly on a need-to-know basis, for the purposes of enforcing testing, masking, quarantining or other public health requirements for unvaccinated adults in a school district. Employees currently on an approved leave of absences must meet the requirement prior to return to work; and

**BE IT FURTHER RESOLVED**, where a conflict exists between the policies of this resolution and more permissive or restrictive standards pertaining to mandatory vaccinations or testing set forth in the law or between these policies and any other applicable health order, or these policies and any State Public Health Officer or CDPH or County Health Officer or CCHS guidance pertaining to mandatory vaccinations or testing in response to the COVID-19 pandemic, the more restrictive provision controls. This policy is subject to change based on future developments as well as guidance or orders from governmental authorities, including, but not limited to, the CDC, CDPH, and CCHS.

**PASSED AND ADOPTED** this 7th day of October 2021, at a meeting, by the following vote:

AYES: 5 - Zada, Moss, Ferrucci, Maselli & Carubbs

NAYS: 0

ABSTAIN: 0

ABSENT: 0

**I HEREBY CERTIFY** that the foregoing resolution was duly and regularly introduced and adopted by the members of the Governing Board of the Benicia Unified School District at the public meeting of said Board held this 7th day of October 2021.



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Gethsemane Moss, Clerk of Gov. Board  
Benicia Unified School District