

BERKELEY UNIFIED SCHOOL DISTRICT  
Board Policy [Proposed]  
Personnel  
BP 4219.44

COVID-19 Vaccination Requirement for District Employees

To ensure the safety of students and staff and to minimize the risk of disruptive school closures, all current employees and prospective applicants are required to provide proof of being fully vaccinated for COVID-19 as a condition of continued employment or new employment. Failure to comply with this policy by April 29, 2022 shall result in discipline, up to and including dismissal, or in the case of applicants, the rejection of their job application. No employee shall be placed on leave or terminated during the 2021-22 school year for failure to comply with this policy.

“Fully vaccinated” means a person has received their primary series of COVID-19 vaccines, which is the CDC definition of “fully vaccinated” as of January 16, 2022.

Employees may seek exemption from this requirement for valid medical accommodations or upon such other exemption(s) required by law. A request for a medical exemption must include supporting documentation from a California licensed medical provider, which shall describe the medical basis for which the exemption is sought and identify whether the medical exemption is permanent or temporary. Temporary exemptions shall not exceed one year but may be renewed with additional documentation. Employees seeking a medical accommodation should contact Human Resources to begin the interactive process. Employees seeking any other legally recognized exemption shall contact Human Resources to initiate the exemption process.

This policy shall also apply to volunteers and contractors who work directly with students on an on-going basis. Medical information shall be kept confidential by the district.

The Superintendent shall take those actions reasonably necessary to implement this policy.

Nothing in this Policy is intended to contradict the District’s practice in the 2021-22 school year of requiring either vaccination or weekly COVID-19 testing.

AUTHORITY

Sections 35160 and 35160.1, California Education Code .

RESOURCES:

Centers for Disease Control and Prevention: <http://www.cdc.gov>  
California Department of Public Health: <https://www.cdph.ca.gov/>  
Equal Employment Opportunity Commission: <https://www.eeoc.gov/>  
Department of Fair Employment and Housing: <https://www.dfeh.ca.gov/>  
Cal/OSHA: <https://www.dir.ca.gov/dosh/>

Approved:  
\_\_\_\_\_, 2022.