

COVID-19 POLICY

Updated September 1, 2021

EFFECTIVE DATE: Immediately

PURPOSE: The High Point School of Bergen County is dedicated to ensuring the safety and health of its workers and students, including those with underlying health conditions who are at greater risk of serious complications from the COVID-19 disease. High Point is implementing this policy to further this goal and to comply with recent Executive Orders issued by the State of New Jersey. Compliance with this policy is a condition of continued employment.

MASKING: Pursuant to Executive Order 251, all workers, students, and visitors are required to wear an appropriately fitted mask while in any indoor portion of the school premises. Exceptions may apply in certain circumstances, such as when emergency assistance is required; when an individual is engaged in an activity that would be obstructed by the mask (e.g., eating, drinking, playing an instrument); when engaged in a high-intensity physical activity; when exposed to extreme heat; or when engaged in an activity in which wearing a face mask would create an unsafe condition, as determined by school administration.

Any individual seeking a medical exemption from the mandatory masking requirement due to a medical condition or disability must produce written documentation from a medical professional to support the request for exemption. If a medical exemption is requested, school administration will engage in the interactive process with the employee to determine whether a reasonable accommodation is available.

VACCINATION: Pursuant to Executive Order 253, all workers, including all full-time and part-time employees, volunteers, contractors, and other persons performing work in the school that requires them to make regular visits to the school are required to submit to Human Resources proof that they have been fully vaccinated against COVID-19 on or before **October 18, 2021** (“deadline”). For purposes of this policy, individuals are considered “fully vaccinated” from COVID-19 two weeks after they have received the second dose in a two-dose series or two weeks after they have received a single-dose vaccine. Adequate proof of vaccination will include the following:

1. The Centers for Disease Control and Prevention (CDC) COVID-19 Vaccination Card issued to the vaccine recipient by the vaccination site, or an electronic or physical copy of the same;
2. Official record from the New Jersey Immunization Information System (NJIS) or other State immunization registry;

3. A record from a health care provider's portal/medical record system on official letterhead signed by a licensed physician, nurse practitioner, physician's assistant, registered nurse, or pharmacist;
4. A military immunization or health record from the United States Armed Forces; or
5. Docket mobile phone application record or any State-specific application that produces a digital health record.

In the event the CDC determines that effective immunization against COVID-19 requires periodic booster vaccination(s), employees must be immunized in accordance with those guidelines to maintain their fully vaccinated status and provide Human Resources updated proof of their immunization status.

Employees who are not fully vaccinated, or for whom vaccination status is unknown, or who have not provided adequate proof of documentation by the deadline will be considered unvaccinated and will be subject to the weekly testing requirements set forth below.

Documentation concerning an employee's immunization status will be maintained by Human Resources in a secure manner and separately from personnel files in compliance with all federal and state laws that regulate the collection and storage of such information.

TESTING: Employees who have not provided proof of being fully vaccinated by the deadline will be required to submit to Human Resources proof of a negative COVID-19 test prior to entering school premises at the start of each week that school is in session. Each employee will need to receive a COVID-19 (PCR or antigen) test from a regulated facility no more than 48 hours prior to the start of each work week that the employee will work on-site. Employees who fail to provide proof of a negative COVID-19 test prior to the start of each work week will be denied access to the school's premises until they are in compliance with this policy.

The school will track test results as required by Executive Order 253 and report such results to the local health department.

At this time, many facilities throughout the State of New Jersey offer COVID-19 testing at no cost. Separate from the direct testing support being offered to schools by the New Jersey Department of Health, employees can access the State's database to locate a convenient facility through the following link: <https://covid19.nj.gov/faqs/nj-information/testing-and-treatment/where-can-i-get-free-public-covid-19-testing-or-treatment>. In the event there are costs associated with testing, such costs will be borne by the employee exclusively.

This policy is subject to change and may include additional and/or stricter requirements, based upon law and guidance.