



RESOLUTION REGARDING PROTECTING WORKERS & OTHERS: TARGETED MITIGATION AND PREVENTION STRATEGIES TO REDUCE THE SPREAD OF COVID-19 AND, IN PARTICULAR, THE DELTA VARIANT IN THE WORKPLACE

AUGUST 17, 2021

WHEREAS, the Centennial School District (“District”) is in the process of planning for the return of students to in-school learning for the 2021-2022 school year;

WHEREAS, notwithstanding the fact that Bucks County, Pennsylvania, has been experiencing a moderate positivity rate with a substantial level of community transmission in the region as the result of a 58% vaccination rate (COVID tracker dashboard) in the county, the pandemic continues to be a fluid situation, and the positivity rate trends appear to be changing as the Delta variant of COVID-19 is becoming the dominant virus spread both regionally and nationally;

WHEREAS, the District and its Board of School Directors have always placed the safety of its students and employees first in its educational delivery platform, there are increasing concerns related to the percentage of employees who may not have been vaccinated that the District should do all it can do to limit the risk to its students and employees to the maximum safety to the extent feasible;

WHEREAS, the District is also aware of the recently modified recommendations of the Center for Disease Control (CDC), the guidance from the Pennsylvania Department of Education, and recommendations from the Bucks County Health Department regarding vaccination and masking requirements and also needs to address this component as part of its health and safety plan at this pivotal time as a result of the impact of COVID-19 and the Delta variant;

WHEREAS, the CDC, Pennsylvania Department of Health, Pennsylvania Department of Education, Bucks County Health Department, American Federation of Teachers and National Education Association indicate vaccination to be the best mitigation tool, and OSHA emphasizes that vaccination is the most effective way to protect against severe illness or death from COVID-19 and suggests employers consider adopting policies that require workers to get vaccinated or to undergo regular COVID-19 testing – in addition to mask-wearing and physical distancing – if they remain unvaccinated.

WHEREAS, this Resolution intends to direct the District Administration to engage in appropriate prophylactic measures to modify the health and safety plan consistent with the action of the District set forth below.

NOW, THEREFORE, the Board of School Directors of the District hereby resolves as follows:

1. As soon as practicable following the approval of this Resolution, the District Administration is to develop and disseminate a mandatory survey to all active employees of the District requiring

evidence of an employee's vaccination status. The survey should provide a methodology for employees to provide documented proof of vaccinated status to the District Administration no later than the close of business on Monday, August 23, 2021, of an employee or prospective employee's vaccination status. The District will deem an employee who does not respond to the mandatory survey to be non-compliant with a health and safety directive and subject to corrective action.

2. The District administration has held discussions with the Centennial Education Association (CEA) leadership. The District administration will continue to engage with the CEA regarding the impact of the Resolution requirements on the Bargaining Unit Members consistent with the Public Employee Relations Act requirements.

3. Effective as soon as practicable following the implementation of this Resolution, all existing employees and newly hired employees expected to work for the District during the 2021-2022 school year who, as the result of the survey and continued updates to such survey are unvaccinated, will be required to wear masks on school property as outlined in the Health and Safety Plan while delivering their educational services or extra duty responsibilities, and will be required to be tested for COVID-19 on at least once per regular workweek basis.

4. The District Administration will determine the testing methodology that will be used, and the District will assume the costs of such testing as directed by the District Administration.

5. The District Administration shall further explore, consistent with modifying recommendations from the CDC and/or the Bucks County Health Department or any other jurisdictional agency, the requirements for masking of its employees and/or prospective employees, as well as the masking requirements for students.

6. When masking requirements are required for students, the District Administration is empowered to make modifications to the school discipline code and address how masking violations of students will be addressed at the various levels within the District. The District Administration will be given the discretion to establish modifications to the code of conduct for students and other related issues consistent with the District's authority pursuant to Section 5-510 of the Public School Code of 1949.

7. The District will establish for its employees and students an exemption system, guidelines, and procedures for those employees and students who medically have objections as prescribed by a physician or have religious objections to either being tested or being required to wear a mask on school property as outlined in the Health and Safety Plan.

8. Employees who fail to comply with the District Administration's directive will be subject to disciplinary action, up to and including discharge, in accordance with their respective Collective Bargaining Agreement or employment relationship, as acts of non-compliance and will be viewed as insubordination.

9. The District Administration and its Solicitor are empowered to take any and all necessary actions to implement the intent of this Resolution.

CENTENNIAL SCHOOL DISTRICT

Attest: Mary Anne Robold
Mary Anne Robold
Board Secretary

By: Patti Crossan
Patti Crossan
Board President