



James K. Hiu, Acting Superintendent

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To All Gresham-Barlow School Staff,

We are all excited for the school year to start and to welcome our students back to our schools. We know these are unprecedented times that complicate the return to school for in-person learning. The GBSD has some very important information to share with you based on the Governor's Executive Order on Vaccinations. Please know that your support with this information request will help assure a consistent and safe learning environment for all of our students and staff.

On 8/19/21 Governor Brown issued a mandate for all employees within school systems to be vaccinated against COVID-19. On 8/26/21 we received the Oregon Administrative Rules around this mandate, [OAR 333-019-1030](#), and are now prepared to share up to date information with staff. The overriding goal for these mandates and regulations is to safely provide full-time, in-person instruction for all of Oregon's students. To that end, we must ALL work together to provide a safe setting for our students as well as ourselves.

All staff will need to show proof of vaccination no later than October 18 to be eligible to work on October 19. The only exception would be for a medical exception or a sincerely held religious belief exception. Those exceptions are outlined below.

Information Gathering Survey

This week you will receive an electronic survey to outline your intent around vaccine status. Collecting this information will help us plan as a district. On the survey you will have four choices.

1. I am already fully vaccinated and plan to upload the documentation.
2. I am not yet fully vaccinated but planning to be by the October 4 deadline.
3. I plan to submit a request for a medical or religious exception.
4. I will not be getting vaccinated.

Vaccine Timelines

If you are not yet vaccinated but plan to be, you can access your sick leave for any medical appointments. Many pharmacies in the area also have vaccine appointments that would be outside of your work hours.

Fully vaccinated means that both doses of the Pfizer or Moderna vaccine or one dose of the Johnson and Johnson vaccine have been received by October 4. This will allow for the two-week window to reach full vaccination status by October 18.

For the **Pfizer** vaccine, you would need to receive your first dose no later than September 13 to allow for your second dose by October 4 to allow for the two-week fully vaccinated status.

For the **Moderna** vaccine, you would need to receive your first dose by September 20 to allow for your second dose by October 4 to allow for the two-week fully vaccinated status.

For the **Johnson and Johnson** vaccine, you would need to have your one and only dose no later than October 4 to allow for the two-week fully vaccinated status.

October 19

Beginning on October 19 the OAR's state:

(a) teachers, school staff and volunteers may not teach, work, learn, study, assist, observe, or volunteer at a school unless they are fully vaccinated or have provided documentation of a medical or religious exception.

(b) A school may not employ, contract with, or accept the volunteer services of teachers, school staff or volunteers who are teaching, working, learning, studying, assisting, observing, or volunteering at a school unless the teachers or school staff are fully vaccinated against COVID-19 or have a documented medical or religious exception.

Exceptions

If you are planning to request a medical or religious exception, the forms for that are attached to this email. Please understand that these requests may trigger a need for an interactive meeting and potentially further information from you to determine whether an exception will be granted. In the event that an exception is granted, an additional meeting may be necessary to explore the supplemental safety protocols that will be needed for you to continue working in a manner that keeps yourself and those around you safe. Due to the need for these meetings prior to the October 18 deadline, please submit those requests as soon as possible. If you submit too late to be able to schedule an interactive meeting prior to October 18 you will not be able to work prior to having the meeting and having the accommodations in place. At this time, we are unable to predict the number of meetings we may need. Plan to submit your exemption at least two weeks before October 18 to allow us time to schedule a meeting with you.

Proof of vaccination upload

By September 7, 2021, we will provide directions on how to upload your proof of vaccination, as well as the assurances of privacy around that information.

This information may generate some questions on your part. As we work together for the overriding goal to safely provide full-time, in-person instruction for all of Oregon's students, please reach out to our HR team with questions you may have.

Aloha,



James Hiu
Acting Superintendent



Debra James
Interim Executive Director Human Resources