

Proof of Full Vaccination Against COVID-19 Required

MEMO EMAILED TO ALL STAFF ON AUGUST 30, 2021

As you are likely aware, effective August 23, 2021, we are required to collect proof of vaccination against Covid-19 from all district staff, substitutes, contractors, coaches & volunteers. The governor's proclamation and justifications can be viewed in its entirety at this [link](#). In a nutshell:

A. Everyone must provide verification of full vaccination against COVID-19 by providing one of the following:

- CDC COVID-19 Vaccination Record Card or photo of the card;
- Documentation of vaccination from a health care provider or electronic health record;
- State immunization information system record; or
- For an individual who was vaccinated outside of the United States, a reasonable equivalent of any of the above.

Personal attestation is not an acceptable form of verification of COVID-1 vaccination.

B. How to Provide Your Verification to the District:

- INTEROFFICE MAIL: You can interoffice a xerox copy to me at the DO.
- EMAIL: You can email a photo or xerox copy of it to me cynthiamcveigh@sjisd.org.
- IN PERSON: You can drop off a copy here at the DO (we can make a copy for you here, if needed.)
- US MAIL: You can mail a copy to SJISD | Cynthia McVeigh | PO Box 458 | Friday Harbor, WA 98250

C. Exemptions:

Staff who are unable to get vaccinated because of a physical disability or because the requirement to vaccinate conflicts with their sincerely held religious beliefs, practice, or observance may claim an exemption. Note that staff are prohibited from claiming an exemption or accommodation on false, misleading, or dishonest grounds, including by providing false, misleading, or dishonest information.

Until the state provides a template for these possible exemptions, we ask the following:

- **Medical Disability Exemption:** Please have your physician complete the [COVID-19 Medical Disability Exemption & Accommodation Request Form](#) and return it to me, directly, via email to cynthiamcveigh@sjisd.org.
 - Note: If you are requesting a Medical Disability exemption, please also complete this [Waiver and Authorization to Release Medical Information Form](#) and attach it to the Medical Disability Exemption & Accommodation Request form (above) which you will send to your health care provider.
- **Religious Exemption:** Please present a signed statement on the [COVID-19 Religious Exemption & Accommodation Request Form attesting](#) that your sincerely held religious beliefs, practice, or observance conflict with the vaccination requirement. Please note that **personal preference** is not an acceptable basis for a religious exemption.

D. Deadline October 18, 2021

We **must** collect all documentation by **October 18, 2021**. The district is prohibited by law from employing anyone who has not provided proof of vaccination or presented a valid exemption attestation by that date. Therefore, anyone who has not done so will not be able to return to work after October 18, 2021; recruitment will begin immediately on October 19th to fill the position.

Obviously, we don't wish this scenario on anyone! However, we need to plan for all possibilities, so, if as you read this, you are sure that you will not comply with this requirement for whatever reason, please let us know, now. You can respectfully [resign your position](#) effective October 18, 2021, and continue to work up to that date, while providing the district with ample time to recruit to fill it.

Please don't hesitate to contact me with any questions.

Cynthia McVeigh

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