

TDSB COVID-19 MANDATORY VACCINATION PROCEDURE

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Planning and Priorities Meeting

September 14, 2021





BOARD OF TRUSTEES' RESOLUTION AUGUST 25, 2021

- Objective: healthy and safe learning and working environments
- Director to develop mandatory COVID-19 vaccination procedure
- Procedure will address:
 - Formal attestation & proof of vaccination
 - Education on benefits of vaccination
 - Regular testing
 - *Human Rights Code* accommodation requests
- Endeavor to work collaboratively with TPH, local health partners, employee groups and federations, and UIEC
- September 9 or as soon as practicable thereafter



KEY DATES – PROCEDURE DEVELOPMENT

Key Dates	Description
August 25	Board of Trustees' motion re Mandatory Vaccination
September 1	Stakeholder consultation begins
September 7	Chief Medical Officer of Health Instruction under <i>Reopening Ontario Act</i> re mandatory vaccination policy
September 8	GPC meeting - Update
September 13	Ministry of Education memorandum on rapid antigen testing
September 14	PPC meeting – Finalized Procedure

**MyVaccination Status Responses as of
September 14 @ 3 pm:**

Of responses received to date, approx. **94%** of staff have reported that they are vaccinated.

OVERVIEW OF KEY PROVISIONS

- **Application: to whom does the Procedure apply**
 - **Staff, Trustees, and “Other Individuals”** who are expected to have direct contact with staff and students
 - Does not apply to individuals who work remotely and whose work does not involve in-person interaction
 - Not applicable to staff on LOAs and secondments
 - Commitment to consult community-based Indigenous health care providers and with communities with a history of underservice in healthcare and lower rates of vaccination as identified by TPH
- **Phase in period for unvaccinated staff**
 - **September 7:** deadline to submit attestation & proof of vaccination
 - **November 1:** deadline to complete vaccinations (e.g., 2/2 doses)
 - “Fully vaccinated” status within 14 days thereafter

OVERVIEW OF KEY PROVISIONS

- **Condition for new employees**
 - Must be fully vaccinated before starting work
- **Exemptions and accommodations** under *Human Rights Code*
 - If granted, testing is required
- **Data collection, reporting and protection of privacy**
 - Secure data collection
 - Limited access by identified TDSB staff

OVERVIEW OF KEY PROVISIONS

- **Regular testing and reporting for those who are not fully vaccinated**
 - September 13 new EDU direction
 - Three (3) days' separation between testing dates (e.g., Monday-Thursday)
 - Test kit availability and distribution (details TBA)
- **Education program & resources**
 - not fully vaccinated (except Code exemptions), or have not disclosed vaccination status
 - Ministry has advised details will be available shortly

OVERVIEW OF KEY PROVISIONS

- **No harassment, bullying or discrimination**
- **Non-compliance:**
 - Staff must report to work/attend TDSB site as usual *in the interim*
 - Administrative or disciplinary action
 - Audits
 - False attestations



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