

Guidance for Schools Regarding Staff on COVID-19 Vaccine-Related Exemption & Accommodations

As part of the DOE’s implementation of the [COVID-19 vaccine mandate](#), school-based employees were permitted to apply for exemptions or medical accommodations. Individuals with approved exemptions/accommodations:

- Are not permitted to work in a school building if not vaccinated.
 - *Employees who were granted a temporary medical exemption after being treated with monoclonal antibodies are permitted (but not required) to work in a school building during the 90-day period, provided their isolation period has ended and they are asymptomatic. They may choose to work in-person at their school or to support from an alternate location.*
- Are not required to work in a school building if on an approved medical accommodation.

Any staff member with an approved, COVID-19 vaccine-related exemption or accommodation may be assigned academic or administrative functions as needed while the exemption/accommodation is in place.

Possible Assignments

In response to questions we have received, we have included examples of possible assignments for staff on an approved COVID-19 vaccine-related exemption or medical accommodation who will continue to support your school from an alternative location. The non-exhaustive table below provides work assignments (for illustration purposes only).

Samples of Possible Assignments for School-based Staff on COVID-19 Related Exemptions or Accommodations	
Assignment	Sample scenarios
Academic	<ul style="list-style-type: none"> • A teacher who, before the vaccine mandate, was previously providing direct student instruction, may continue providing instruction to the class while working from an alternate location. In this case, a substitute or other appropriately credentialed employee must be in the room interacting with and supporting students in-person. • A teacher may advise student activities such as clubs, teams or publications. • A teacher may support the development of lesson/unit plans or other related materials. • A teacher or paraprofessional may provide synchronous or asynchronous tutoring/AIS to students. • A guidance counselor or social worker may meet with students virtually and provide related support (e.g. identifying community resources and referrals, supporting college application process, identifying internships and school break/summer opportunities). • An employee may be required to provide or attend professional development or to develop professional development materials.
Administrative	<ul style="list-style-type: none"> • An employee may perform outreach to students, families, and school staff. • An employee may support with pupil attendance-related tasks or data entry. • An employee may draft school communications and materials or assist with other administrative tasks, including purchasing. • An employee may assist with the preparation for remote Parent Teacher Conferences and/or other school events.

Funding for Supplemental Staffing

Funding will be allocated through [SAM 64](#) to support school staffing coverage associated with employees in select titles, who are on COVID-19 related exemptions or accommodations and supporting schools from an alternative location. Initial SAM allocations will be released in the beginning of November and the funding will be available to support activities including per diem and long-term subs, F-status, supervisor per session, and coverage/6th-period shortage pay are allowable.

Guidance will be shared in the coming days with schools that have staff who will be given central assignments during their approved accommodation or exemption. For additional support, please contact your BCO Director of Finance and HR.