



Dr. Saltzman staff message August 19, 2021

To: All Everett Public Schools' staff
From: Dr. Ian B. Saltzman, Superintendent
Regarding: Public Schools Staff Vaccination Mandate

Good morning staff!

I hope you had a great summer and are excited for a new school year and being fully back in the buildings. Being back in person is what is best for our students, and they are excited to be here with their teachers and friends! I know you will do all you can to support each student and their individual needs. Together, we will make this a great school year for our students and for each other.

Many of you heard yesterday Governor Inslee issued an executive order requiring **all employees** working for public K–12 schools to get their vaccination against COVID as a condition of employment. As a district, we are legally required to follow this order. Here is a list of [mandated vaccination FAQ](#) the state created.

You must be vaccinated by **October 18, 2021** as a condition of your employment. That means fully vaccinated. If you are getting the:

- Moderna vaccine, you need your first dose by **September 6**;
- the Pfizer vaccine first dose by **September 13**;
- or the Johnson & Johnson vaccine by **October 4**.

There will be an opportunity to request an exemption from the state for legitimate medical conditions and sincerely held religious beliefs. OSPI is working on a form for these exemptions which we will make available when complete.

Yesterday you also received an email from Human Resources about how to attest to your vaccination status. If you have not done so, please go into [Vector Solutions](#) (SafeSchools) and complete your attestation. If you do not complete an attestation it is treated as a non-vaccinated status. We have been using attestations, but the new guidance indicates proof of vaccination is now required. Please complete the attestation while we create a process for visual proof of vaccination for all employees.

I know you have many other questions about what this year will look like. We now have a [staff FAQ for 2021-22](#) (must be signed in) and a [family FAQ for 2021-22](#) on our website. More information will continue to be added, but a few highlights include:

- The statewide mask mandate is changing effective August 23. On August 23, **masks** must be worn at all times indoors regardless of vaccination status, and regardless of whether students are present. If you are vaccinated and alone in a closed room, or vaccinated and alone in your work space with no face-to-face contact with others, you can remove the mask. Masks do not need to be worn outdoors at this time, although they are encouraged.

- All staff must be **fully vaccinated by October 18, 2021.**
 - There is a vaccination clinic [this Saturday](#) from 12:30 – 4 p.m. at Evergreen Middle School, plus most pharmacies provide vaccinations as walk-ins.
- Guidance states we are to “maintain **physical distance of 3-feet** or more between students in classroom settings to the degree possible and reasonable, and to not let it prevent a school from offering full-time, in-person learning for all students.” If not possible, then mitigating strategies should be employed like opening doors and windows or creating barriers like desks and table in between students. Staff may also maintain 3-feet of social distancing, however when determining close contacts, you will be considered a close contact if within 6-feet of a positive COVID case.
 - Since you will be fully vaccinated, if you are deemed a close contact, and do not have symptoms you will not need to quarantine.

Keep in mind, if you do not follow the mandates about masking and vaccinating, and you are not granted an exemption, employment is not guaranteed. We will continue to keep you up to date as the first day of school approaches. If you have any questions about returning to the building please contact your supervisor or HR. Let's make this a great year!

Please be safe and be well,

Ian