



# COVID-19 Vaccination Verification

Washington State COVID-19  
Vaccination Requirement  
August 2021

## Background

On August 18, 2021, Governor Inslee announced a directive ([Proclamation 21-14.1](#)) requiring all employees working for public and private K–12 schools to be fully vaccinated against COVID-19 or obtain a religious or medical exemption by October 18, 2021.

## Who does the order apply to?

The order applies to all employees and contractors working for public K–12 school districts, charter schools, and educational service districts as well as private K–12 schools who work in-person with others. This also applies to school board directors, volunteers, and subcontractors. The order does not apply to state-tribal education compact schools or to students.

## When do I need to receive my vaccination to be in compliance?

Vaccine	Series Dose Requirement	First Dose no Later Than	Second Dose	Completed Series	Fully Vaccinated
<b>Pfizer</b>	2 doses, 21 days apart	09/13/21	10/04/21	10/04/21	10/18/21
<b>Moderna</b>	2 doses, 28 days apart	09/06/21	10/04/21	10/04/21	10/18/21
<b>Johnson &amp; Johnson</b>	Single dose	10/04/21	N/A	10/04/21	10/18/21

## Everett Public Schools (EPS) Vaccination Verification Process

Employees must provide proof of vaccination. In Washington State, vaccination status is available in the Washington State Immunization Information System (WAIIS). In order to verify vaccination status, EPS must have permission to verify status in the WAIIS. In order to receive permission, [click here to access the Google form](#) asking for you to agree to the following statement. (You will be prompted to log in with your EPS Google account, ID@apps.everettsd.org)

- I agree to allow EPS to verify my COVID-19 vaccine status using the [Washington State Immunization Information System \(WAIIS\)](#). I understand that this database will only be accessed to confirm my vaccine status to comply with recent Washington state vaccine requirements for K-12 staff.

It is important to note that only staff who are trained and have access to the WAIIS system will be accessing COVID-19 vaccination status. This information is confidential.

Staff who do not grant EPS access to verify their vaccine status through WAIIS or are not found in the WAIIS, must provide proof of vaccination status to EPS. One way to complete this is through [MYIR](#). MYIR will require you to create an account and pull proof of your vaccine status from the WAIIS yourself; print and present to HR. Staff may also present their vaccine card.

## What happens if I refuse to get vaccinated?

All employees must be fully vaccinated or have obtained a medical or religious exemption by October 18, 2021 as a qualification of fitness for continued employment. Employees who do not provide proof of vaccination or a medical or religious exemption will be subject to non-disciplinary dismissal from employment for failing to meet the qualifications of the job. There may be continued or additional safety requirements for employees who are granted exemptions.

## **Exemptions and Accommodations**

An employee who has a ***sincerely held*** religious belief or ***legitimate*** medical concern related to vaccination may request an exemption and accommodation. Religious or medical exemption forms are available from the Human Resources department. Human Resources will be responsible for reviewing, approving and communicating approval of medical and religious accommodation requests.

Once exemption forms are received by Human Resources (HR), the HR representative will engage in an interactive process and must schedule a meeting with the employee so the employee can provide all information reasonably needed for HR to evaluate the request. During this time, the HR representative may have further questions or clarifications. The HR representative will also discuss accommodations and seek to understand whether accommodations can be made for the employee. After all information is gathered, HR will discuss potential accommodation with the employee. If no accommodation can be made, and an exemption is not approved, the employee must verify vaccination status by October 18, or they will be subject to non-disciplinary dismissal from employment for failing to meet the qualifications of the job.

## **What happens if I have an exemption and contact tracing identifies possible exposure?**

Staff identified as a close contact to a positive individual and who have an exemption or approved accommodation and are not fully vaccinated will be required to quarantine for 14 days from the last contact with the positive individual (following health department guidelines). This means they will need to take appropriate leave (sick leave, etc.).

## **Additional Information**

[OSPI – COVID-19 Vaccination Requirement for K-12 Employees: Frequently Asked Questions](#)

## **For Questions, Contact Everett Public Schools Human Resources**

Benefits email: [Benefits@everettsd.org](mailto:Benefits@everettsd.org)

Human Resources Webpage: <https://www.everettsd.org/domain/107>