

Montessori School in Kleinburg Covid – 19 Vaccination Policy – Updated on Sept. 4, 2021 – For School staff, teachers and eligible students.

The Ontario government is committed to students and staff returning to a more normal, full-time, safer, in-person learning environment this fall. As Ontario continues with its vaccination program and rollout, amidst a rapid spread of the Delta variant, the province's number one priority is getting as many Ontarians vaccinated as possible. All vaccines delivered as part of Ontario's vaccine rollout provide high levels of effectiveness against hospitalization and death from COVID-19 and its variants, including the Delta variant. To date, more than 20 million of doses have been administered in Ontario.

As announced on August 17, 2021, the Ministry of Education intends to introduce an immunization disclosure policy for all publicly-funded school board employees, staff in private schools and licensed child care settings for the 2021-22 school year, with rapid antigen testing requirements for staff who are not immunized against COVID-19. This plan aligns with immunization measures already in place in Ontario's long-term care settings, and new requirements announced in health care and congregate care settings.

The Ministry of Education will require all private schools to implement a COVID-19 immunization disclosure policy as an additional tool to advance safety and support local public health units in working with private schools to follow [COVID-19 Guidance: School Case, Contact, and Outbreak Management](#).

At MSK, (the "School"), we are committed to providing and maintaining a safe school environment for all. Consistent with this commitment, the School has established this COVID-19 Vaccination Policy (the "Policy"). The Policy requires that, in accordance with the terms set forth below, all persons subject to this Policy (as defined in Scope, below) be vaccinated for COVID-19 or obtain an approved accommodation or exemption.

The School has established this Policy, considering reliable scientific evidence, government guidance and protocols, its *Occupational Health and Safety Act* ("OHSA") requirements and relevant human rights legislation.

The Policy strongly encourages all persons subject to this Policy (as defined in Scope, below) to get vaccinated against Covid-19 as soon as possible and at least prior to the start of the 2021/22 school year or commencing employment with the School, whichever is sooner.

The Policy requires all eligible staff, teachers and students 12 years and older to provide information about the vaccinations and will use this information to track vaccination rates and address the risk of Covid-19 exposure in the school.

The School has prepared the Policy by considering guidance from the government, public health authorities, and legal and medical experts, as well as the obligations imposed by the OHSA and human rights legislation.

The Covid-19 pandemic has been an evolving public health issue in Canada. The School is monitoring guidance from all applicable public health authorities and reserves the right to revise this Policy as determined to be necessary or appropriate. It is recommended that staff consult with their healthcare provider regarding whether to obtain a Covid-19 vaccination.

## **BACKGROUND**

The objective underlying this Policy is to provide a healthy and safe school environment for students, teachers and staff, and safeguard the broader communities in which they live.

The COVID-19 Science Advisory Table for Ontario reports that as August 23, 2021, 99.4% of the new cases in the province are the Delta variant. It stated that the Delta variant is more transmissible and may be more dangerous than other variants of COVID-19, including the Alpha variant. The Delta variant is the dominant form of the virus this summer. Medical experts warn that as the Delta variant increases significantly in Ontario, unvaccinated populations remain most vulnerable. Among them are children under the age of 12, who are not yet eligible for vaccination.

The Government of Canada currently has authorized a number of COVID-19 vaccines for use in Canada, for individuals 18 years of age and older (or 12 years of age and older for the Pfizer-BioNTech COVID-19 vaccine). In a report dated May 3, 2021, the National Advisory Committee on Immunization (NACI) stated that in clinical trials, all approved COVID-19 vaccines are efficacious in the short term against symptomatic, confirmed COVID-19 disease.

Safe and reliable vaccines are an important tool to help stop the spread of COVID-19, build immunity in Ontario and protect our communities. As a school, we have a heightened responsibility to ensure we are doing everything we can to protect our staff, students and their families. As the majority of roles at the School involve close contact with students and staff members, the School has determined that vaccinations of teachers, school staff and eligible students are mandatory, with certain accommodations or exemptions, as set out in this Policy.

## **SCOPE**

This Policy applies to all faculty, staff and students of the School who will be attending in-person for the 2020/21 school year and that are eligible to receive a COVID-19 Vaccination (“**Eligible Members of the Community**”). This includes students 12 years of age and older, school administrators, full-time and part time teachers, administrative staff, contract staff, school placements, frequent visitors, and professionals who deliver services in schools

## **Vaccination and Timing**

All Eligible Members of the Community must have at least one dose of the vaccine, prior to commencing in-person learning in September 2021, if not both.

All Eligible Members of the Community must be fully vaccinated by October 15, 2021. "Fully vaccinated" includes both doses of the vaccine, where applicable. Until this date, rapid testing involving getting tested for Covid-19 and providing a negative result will be required twice a week. This information will be required from those not fully vaccinated or waiting up to 14 days after their second dose and up to that day every Monday morning and Thursday morning. Results will be kept within the MSK office and shared with Public Health when required.

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The individual has received two doses of the vaccine and is 14 days post-2nd dose. Only then can one be considered fully and completely vaccinated. At this time, the covid-19 tests will not be required twice a week.

## **Proof of Vaccine**

Once a staff, eligible staff or student member has been vaccinated, they must provide proof of vaccination to the School. This should be provided prior to the start of the 2021/2022 school year, before starting employment or as soon as the vaccine is received, whichever is earlier. New Staff members joining the School after the start of the 2021/2022 school year should provide proof of vaccination prior to their first day of employment. Proof can be in the form of a copy of the proof of vaccination given at the time or receiving vaccination, or a letter from a medical practitioner, confirming the staff member has been vaccinated.

The School will only collect, use and disclose information regarding all individual staff member's vaccination status in accordance with its Privacy Policy and all applicable privacy laws. Proof of vaccination will be kept in a confidential file, stored in a secure location.

## **Staff not receiving vaccinations**

Teachers, Staff members and eligible students who elect not to receive vaccinations must (a) provide their reason for doing so to (the School principal) before the start of the school; and (b) sign and print name here: \_\_\_\_\_ that you release

MSK from any and all health responsibilities regarding Covid-19 and any and all variants and that you are voluntarily assume the associated health risks and release the owners of the School from Liability for those risks. DATE: \_\_\_\_\_.

In addition, any staff who decline to receive vaccinations may be subject to safety and protective measures that are imposed at the discretion of the School to ensure that the Staff member does not increase the risk of Covid-19 transmission within the School or the broader community that the School serves. These protective measures may be equivalent or may be more stringent than those that apply to staff members who have elected to be vaccinated.

MSK will ensure the information regarding those employees who are unable to be vaccinated will be kept confidential. Employees and students will be reminded not to question other employees and students regarding their vaccination status as this information is considered confidential medical information.

### Accommodation

Eligible staff, employees or students in need of an exemption from this possibly due to medical reason, or because of a sincerely held religious belief must submit this request in writing. Accommodations will be based on the following: 1. The ability to maintain the health and safety of others in the workplace as well as 2. The operation and needs of the organization. Please note that the accommodation offered may result in changes to your duties (including location of classroom) and hours of work. MSK is not required under the Ontario Human Rights Code to accommodate the personal preference for those employees who choose not to obtain a vaccine. In the event that fully vaccinated individuals no longer require PPE, those employees refusing to be vaccinated will be required to continue to wear full PPE until MSK at its discretion or due to a change in public health policy eliminates this requirement.

### EXEMPTIONS

The School recognizes its responsibilities and duties under provincial human rights legislation, such as the Ontario *Human Rights Code* (the "Code"). If an Eligible Member of the Community is unable to be vaccinated, due to a protected ground, as defined by the Code, the School has a duty to accommodate to a point of undue hardship.

However, this duty to accommodate must be balanced against the School's obligations to protect the health and safety of staff and students. Due to the serious health threat COVID-19 presents to the public, if an Eligible Member of the Community will not be vaccinated because of a protected ground under the Code, they must request an accommodation or exemption which falls under one of the following two categories:

1. Medical Condition; or
2. Religious/Creed.

### **Medical Condition Exemption**

An Eligible Member of the Community who is requesting an exemption from this Policy on the basis of a medical condition must provide the School with a letter from a medical practitioner, clearly stating the reason why the individual should be exempted from receiving the vaccine. This letter must be provided to the School prior to September 1, 2021.

### **Religious/Creed Exemption**

An Eligible Member of the Community may apply for an exemption, due to religious belief or creed. The School reserves the right to ask for materials in support of the individual's religious belief or creed, including a letter of support from a religious leader or community.

### **Process to Receive an Accommodation**

The accommodation process is a shared responsibility. All parties should co-operatively engage in the process, share information and consider potential accommodation solutions. Eligible Members of the Community and parents/guardians who are requesting an accommodation are required to:

- make the accommodation needs known to the best of their ability, preferably in writing, in a timely manner;
- answer reasonable questions or provide information about relevant restrictions or limitations, including information from health care professionals;
- take part in discussions about possible accommodation solutions;
- co-operate with any experts whose assistance is required to manage the accommodation process;
- meet agreed-upon performance standards and requirements, once accommodation is provided; and
- work with school administration on an ongoing basis to manage the accommodation process.

Depending on workplace and learning and teaching considerations, possible accommodations may include masking, physical distancing, regular testing, remote learning arrangements, work-from-home arrangements, job-protected leave of absence and/or restructured duties and responsibilities.

### **Further information from (YRPH)**

[Vaccinating children](#)

As of May 5, 2021, Health Canada [authorized](#) the use of the Pfizer-BioNTech COVID-19 vaccine for anyone 12 years of age and older.

Effective Tuesday, August 17, 2021, the Government of Ontario will allow all individuals born in 2009 to receive the Pfizer-BioNTech COVID-19 vaccine. Children will no longer have to wait until they turn 12 to receive the Pfizer-BioNTech COVID-19 vaccine as long as they were born in 2009.

Currently, Pfizer is the only vaccine authorized by the Government of Canada for those age 12 and older (born in 2009).

To make an appointment for this age group as well as all adults age 18+, please visit [york.ca/COVID19vaccine](https://york.ca/COVID19vaccine)

While younger people are less likely to experience serious cases of COVID-19, the vaccine is a safe and effective way to help control spread of the virus and support the return to a more normal life.

## Vaccine Administration: Roles and Responsibilities

### Canada

- Approve vaccines for use in Canada
- Procure vaccines nationally
- Distribute vaccines to Provinces/Territories
- Provide National Advisory Committee on Immunization (NACI) identification of at-risk groups and recommendations on prioritization of vaccine administration to Provinces/Territories
- Provide supplies in some cases

### Ontario

- Receive vaccines from Federal Government
- Prioritize rollout across Ontario, including priority order of eligible groups, when and where
- Distribute vaccines to public health units and local hospitals
- Track vaccine and manage health-care records
- Provide supplies in some cases
- Manage the Provincial vaccine booking system, COVaxON, which is used by some public health units in the province

### York Region

- Oversee and lead the implementation of public health mass immunization clinics to administer COVID-19 vaccines to priority groups under the provincial vaccine plan
- Store and distribute vaccines throughout the Region
- Administer vaccines to prioritized groups and provide vaccination program support in collaboration with York Region's COVID-19 Vaccine Task Force, local hospitals and other community and health care partners
- Manage York Region's vaccination booking tool at [york.ca/COVID19Vaccine](https://york.ca/COVID19Vaccine)
- Report York Region's local vaccination progress on the Vaccinations Dashboard at [york.ca/COVID19Data](https://york.ca/COVID19Data)

- Communicate to York Region residents when new groups are eligible to book and when additional appointments are available
- Liaise with Ministry of Health
- Liaise between Ontario Health and long-term care homes, retirement homes and congregate living settings

### Local Hospitals

- Receive and store vaccines
- Work in partnership with York Region public health to validate eligibility
- Administer vaccine through hospital clinics to eligible priority groups

### Community Partners

- Receive and store vaccines
- Work in partnership with York Region public health to validate eligibility
- Administer vaccine through physician-led clinics to eligible priority groups

### Select Pharmacies

- Receive and store vaccines
- Administer vaccine through pharmacy-led appointments to eligible priority groups

### Types of COVID-19 vaccines

We are committed to helping you make an informed choice about COVID-19 vaccination. Vaccines are an important part of overall health and disease prevention. Please see below for information on each COVID-19 vaccine that has been approved by Health Canada.

#### ***Pfizer-BioNTech Vaccine***

Developed by Pfizer Inc. and BioNTech, this vaccine has been approved by Health Canada. Health Canada has approved the vaccine for use in people 12 years of age (born in 2009). This vaccine requires two doses.

[Pfizer-BioNTech COVID-19 vaccine: What you should know](#)

#### ***Moderna Vaccine***

Developed by Moderna Therapeutics Inc., this vaccine has been approved by Health Canada, making it the second vaccine to be approved for use in Canada. Health Canada has approved the vaccine for use in people 18 and older. This vaccine requires two doses.

[Moderna COVID-19 vaccine: What you should know](#)

#### ***AstraZeneca Vaccine***

Developed by AstraZeneca in partnership with Oxford University and manufactured by AstraZeneca and the Serum Institute of India. This is the third vaccine to be approved by Health Canada.

The Government of Ontario has temporarily paused the use of AstraZeneca for new, first doses for all Ontario residents. Information on second doses will be available soon.

[AstraZeneca COVID-19 vaccine: What you should know](#)

### *Janssen Vaccine (Johnson & Johnson)*

Developed by Janssen, the pharmaceutical companies of Johnson & Johnson. This is the fourth vaccine to be approved by Health Canada.

Health Canada has approved the vaccine for use in people 18 years of age and older. This vaccine requires only one dose.

[Janssen COVID-19 vaccine: What you should know](#)

### *Other Vaccines*

You can learn more about other vaccines being reviewed by Health Canada [here](#).

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### **Fraudulent COVID-19 vaccines and treatments**

York Region Public Health and [York Regional Police](#) are warning residents about the risks of buying COVID-19 vaccines sold on the internet or from unauthorized sources as they are counterfeit and may pose serious health risks.

- Do not buy or use COVID-19 vaccines sold on the internet or from unauthorized sources as they are counterfeit, may pose risks to health, and are ineffective at protecting an individual from the COVID-19 virus.
- The only way to access safe and effective COVID-19 vaccines is through clinics organized or endorsed by your local public health authority, in collaboration with Canada's federal, provincial and territorial governments.
- Consult a health care professional if you have any concerns about the COVID-19 vaccine.
- Report any information on the sale or advertising of potential counterfeit COVID-19 vaccines to [York Regional Police](#)

Visit reliable and trusted sources of information, such as:

- [canada.ca/coronavirus](https://canada.ca/coronavirus)
- [ontario.ca/coronavirus](https://ontario.ca/coronavirus)
- [york.ca/covid19](https://york.ca/covid19)

Montessori School in Kleinburg COVID-19 immunization policy requires that staff, visitors and every person who is regularly at the premise, volunteers, students on educational placements, Special Needs Resources and frequent visitors to do one of the following:

1. Provide proof of full vaccination against COVID-19; or
2. Provide a formal/official documented medical reason for not being vaccinated against COVID-19; or

- 3. Participate in an educational program approved by Montessori School in Kleinburg
- 4. Montessori School in Kleinburg will acquire and keep on-site Rapid Antigen Testing Equipment for use when deemed fit. We do not have this on site as of yet. Thus, eligible staff and teachers MUST SHOW a negative test result twice a week, each Monday and Thursday. Proof must be provided prior to entrance and given to Administration.
- 5. Staff, visitors and every person who is regularly at the premise, volunteers, students, Special Needs Resources and frequent visitors, who are not immunized, including those with medical reasons, will be required to complete regular COVID-19 testing as directed in provincial guidance. Please see point number 4.
- 6. Parents/guardians of children enrolled at Montessori School in Kleinburg do not have the permission to speak to any staff regarding their vaccination status. If there are any questions, parents are requested to contact the principal, Vincenza Kooner at 647.400.7683
- This video explains how to self test using the Rapid Antigen Testing. We are in the process of receiving these kits however do not have them on site yet.
- <https://www.youtube.com/watch?v=2alzQ0dd29U>

This policy may be modified at anytime based on the legislative changes or at the discretion of MSK. If we do not receive this returned prior to the start of your work here with MSK, this will result in your contract being revoked. Please govern yourself accordingly.

**\*Important Note**

Currently, Covid vaccinations are highly recommended but are not mandatory in childcare organizations. This could change in the future. Should Covid vaccinations for workers in childcare become mandatory, MSK will comply with all mandatory requirements.

Thank you,  
Principal Marzano-Kooner and Vice Principal Kooner