



COVID Policy Recommendation  
Draft: August 24, 2021

Citizens of the World Charter Schools Kansas City (CWCKC) was founded on the following five values:

- Excellence
- Change
- Community
- Diversity
- Authenticity

The past eighteen months have been challenging as the nation and world have dealt with the novel coronavirus disease known as COVID-19. CWCKC has remained true to our value of excellence as we navigated these obstacles. However, we are committed to our core values now more than ever. Because we value *change* and *community* especially, we must continue to be vigilant about protecting our *community* of unvaccinated children (under 12 years old) from exposure and risk. *Change* is occurring rapidly as the disease mutated with the Delta variant and is mutating again with the Lambda variant. Covid infections, particularly in our area, are spiking. The supplemental COVID policies adopted by CWCKC during the 2020 – 2021 academic year have expired and because of our deep commitment to keeping our children safe, healthy and to keep CWCKC open all year, the following policies are recommended for adoption and immediate implementation:

- All employees must be fully vaccinated by October 15, 2021. The U.S. Food and Drug Administration's August 23, 2021, decision to fully approve the Pfizer-BioNTech COVID-19 Vaccine alleviates concerns about the vaccine being available only under emergency use authorization.
  - CWCKC's school nurse will communicate vaccine opportunities to employees, parents, and eligible children throughout the upcoming year.
  - The following incentive has been authorized for all fully vaccinated employees:
    - All employees who complete the full vaccination by October 15, 2021, will be eligible for a \$250 Visa Gift Card. Please note--because this is considered income, it will be noted on paystubs with taxes deducted accordingly.
  - All employees (faculty and staff) will be required to provide a copy of their vaccination card to the school nurse by November 15, 2021.

- Employees with a sincerely held religious belief or a health concern are eligible for an exemption to this vaccination requirement. Employees seeking an exemption must provide appropriate documentation to CWCKC regarding this request.
- CWCKC will implement mandatory, weekly pooled testing for all employees. This protocol is offered to us at no cost by the Missouri Department of Health and Senior Services and Department of Elementary and Secondary Education. Employees or students who test positive for COVID-19 will be required to quarantine for the appropriate length of time per the school nurse.
- CWCKC will continue to implement universal masking at both the Elementary and Middle school campuses for both students and staff. This is in line with recommendations from the American Academy of Pediatrics. There are no exceptions to this expectation.
- All employees are mandated to inform the CWCKC school nurse in the event they test positive for COVID, develop COVID symptoms, or believe they have been exposed to COVID infection. All employees are expected to follow the CWCKC guidelines for quarantine without exception. Failure to comply with either of the above will result in disciplinary action, up to and including termination.
- Any absences accrued by a vaccinated staff member who misses work due to COVID illness or mandated quarantine due to a positive test will be covered without that employee being forced to use their personal PTO.