

# **TDSB COVID-19 MANDATORY VACCINATION PROCEDURE**

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## **Planning and Priorities Committee**

October 28, 2021



# Implementation Update

- Data Collection
  - Vaccination/Attestation Rates
  - Employee Group Data
  - Strategies To Maintain Service Continuity
- Accommodation Process
  - Medical exemptions
  - Creed based exemptions
- Next Steps
  - Key Transitions/Compliance
  - Communication Plan

# TDSB Staff Vaccination Status

Status	Vaccination Status	Data Source	Count	% of Staff	
Active	Full Vaccinated <14 days and Testing	ServiceNow	194	0.5%	
	Full Vaccinated +14 days	ServiceNow	35,302	84.2%	
	Partially Vaccinated	ServiceNow	746	1.8%	
	Approved Creed Exemptions	Employee Services	-	0.0%	
	Approved Medical Exemptions	Employee Services	5	0.0%	
	Staff Exempt Working Remotely	Employee Services	235	0.6%	
	<b>Subtotal Staff Deemed Compliant with Procedure:</b>			<b>36,482</b>	<b>87.0%</b>
Seeking Exemptions	Staff Seeking Creed Exemptions	Employee Services	404	1.0%	
	Staff Seeking Medical Exemptions	Employee Services	252	0.6%	
	<b>Subtotal Staff Requesting Exemptions:</b>			<b>656</b>	<b>1.6%</b>
On-Leave	Staff on Leave - Exempt until return	Employee Services	1,651	3.9%	
	<b>Subtotal Staff on Leave:</b>			<b>1,651</b>	<b>3.9%</b>
Non-Compliant	Attested Unvaccinated	ServiceNow	1,248	3.0%	
	Staff Non-Compliant - Not Attesting	Master Data Extract	1,876	4.5%	
	<b>Subtotal Staff Non-Compliant with Procedure:</b>			<b>3,124</b>	<b>7.5%</b>
			<b>Total staff:</b>	<b>41,913</b>	<b>100.0%</b>
<b>Compliance Rate Excluding Staff on Leave:</b>			<b>39,606</b>	<b>92.1%</b>	

# Data Collection

\*Effective Oct 28, 2021

## Unvaccinated or Unattested by Employee Group

Group	#Unvaccinated	#Unattested	Total	Total # of Staff	%
Elementary Teacher	91	101	192	9637	2.0%
Occasional Teacher Elementary	48	200	248	4106	6.0%
Secondary Teacher	23	32	55	4616	1.2%
Occasional Teacher Sec.	9	65	74	2000	3.7%

# Data Collection

\*Effective Oct 28, 2021

## Unvaccinated or Unattested by Employee Group

Group	#Unvaccinated	#Unattested	Total	Total # of Staff	%
Elementary Principal	1	1	2	455	0.4%
Elementary Vice Principal	3	2	5	200	2.5%
Secondary Principal	0	1	1	105	0.95%
Secondary Vice Principal	0	1	1	161	0.6%
Trustee	0	0	0	22	0%
Senior Team	1	0	1	47	2.1%

# Data Collection

\*Effective Oct 28, 2021

## Unvaccinated or Unattested by Employee Group

Group	#Unvaccinated	#Unattested	Total	Total # of Staff	%	Replacement
Caretakers	51	75	126	2365	5.3%	336
Lunchroom Supervisor/ Noon Hour Assistants	61	251	312	2811	11.1%	882
DECE	20	19	39	1096	3.6%	443
SNA\EA	78	78	156	2170	7.2%	534
Office Clerical/OA	23	19	42	1138	3.7%	370
SBSM	8	3	11	170	6.5%	43
CYW	28	68	96	330	29.1%	190



## Strategies To Maintain Service Continuity

### New Hires Since May 1, 2021

#### Teaching Staff

→ Elementary Occasional Teachers	337
→ Secondary Occasional Teachers	216

#### Support Staff

→ LunchRoom Supervisors	182
→ Educational Assistants	36
→ Office Clerical	50
→ SBSM	6

- Wherever possible, extend current hours of work for support staff
- Wherever possible, allow .5 staff to fill other roles
- Staged implementation of vaccination procedure
- Establish a pool of permanent/unassigned teaching and support staff for a period that can be dispatched daily to support schools

# Key Pressure Points

Staff Group: Not Vaccinated or Unattested	Actions Taken:
CYW - 29.1 % (96)	Replacements 190
LRS/NHA - 11.1% (312)	Replacement 882 Hired 182
SNA/EA - 7.2% (156)	Replacement 534 Hired 36
SBSM - 6.5% (11)	Replacement 43 Hired 6
Occasional Teachers Elem - 6% (248)	Hired 337
Central Office Staff	Data being collected Senior Staff Review Each Department Needs



## Challenges of Implementation

- High volume of exemption requests require time to process
- Time required to hire and train new staff
- Volume and communication challenges

## Accommodations

### Medical exemptions

- We continue to receive a significant number of requests for medical exemptions which require time to process
- To date, 5 medical exemptions have been granted

### Creed/Religion based exemptions

- We continue to receive a significant number of requests for Creed-based/religion accommodation requests
- Time is required to process
- Submissions to date have required additional information from individuals

### Timelines

- Staff who requested religious/creed and/or medical accommodations prior to October 18, 2021 deadline are temporarily exempted from the procedure until a decision is rendered
- Staff who requested an accommodation after October 18, 2021 are required to provide a reason for the late submission which will be reviewed by Employee Services
- Should an accommodation review be denied, staff will be expected to comply with the TDSB's procedure to be fully vaccinated within 45 days or they will be placed on non-disciplinary administrative leave of absences without pay

## Next Steps

### Key Transitions/Compliance

- Those who have not completed the attestation by November 1, 2021 will be placed on non-disciplinary administrative leave of absences without pay effective November 2, 2021 as they have failed to comply with the procedure and made themselves unavailable for work
- Those who have completed the attestation but are not fully vaccinated must continue to engage in rapid antigen testing **3x** per week until November 21, 2021
- After November 21, 2021, all staff without a medical or creed based exemption are expected to be fully vaccinated
- Staff who received one dose of a vaccine by November 19, 2021 will be granted one month to complete their full course of vaccinations
- Staff awaiting exemption decisions will be permitted to continue with rapid antigen testing - all other staff who are unvaccinated will be placed on non-disciplinary administrative leave without pay effective November 22, 2021

## Next Steps

### Key Transitions/Compliance

#### Non-Vaccinated Staff After November 21, 2021

##### School Based Staff

- Includes staff that may be itinerant but are in schools or offices as part of their regular duties
- After November 21, 2021, staff who remain unvaccinated, will be placed on a non-disciplinary administrative leave without pay effective November 22, 2021

##### Central Staff (Work Primarily in School(s) or other Offices)

- Those who are required to visit school(s) and/or offices as part of their role who remain unvaccinated on November 21, 2021, will be placed on a non-disciplinary administrative leave of absence without pay effective November 22, 2021 (5 days per week)

## Next Steps

### Key Transitions/Compliance

#### Non-Vaccinated Staff After November 21, 2021

##### Central Staff (Work Exclusively in Central Offices)

- Staff whose role is limited to working in one office (no physical interaction with schools or other offices)
- Staff who work exclusively in central offices are working in-person on a limited basis as a result of the pandemic and therefore, implementation of the procedure may impact these employees differently based on their position and schedule.
- After November 21, 2021, staff who remain unvaccinated will be placed on a non-disciplinary administrative leave without pay for those days where they are scheduled to work in-person



## Communications

We have communicated with the following groups:

- Staff
- Unions/Federations/Association
- Parents



# Questions?



