

COVID-19 Immunization Disclosure Policy

Purpose

The purpose of this policy is to outline Brason Academy Montessori School's expectations with regards to COVID-19 immunization disclosure. Contingent upon vaccine availability, all eligible individuals, are strongly encouraged to receive a COVID-19 vaccine, unless there is a medical reason to not receive a vaccine.

Background

Brason Academy Montessori School recognizes the importance of immunization of individuals regularly interacting and providing services to children due to the nature of their work and potential for exposure in the community. This COVID-19 immunization policy aims to protect the program's population including children, staff, volunteers, students on educational placements and any person providing child care or other services to a child in care.

COVID-19 is an acute respiratory illness caused by the severe acute respiratory syndrome coronavirus 2 (SARS-CoV-2). It may be characterized by fever, cough, shortness of breath, and several other symptoms. Asymptomatic infection is also possible. The risk of severe disease increases with age but is not limited to the elderly and is elevated in those with underlying medical conditions.

Application of the Policy

The Immunization Disclosure Policy will apply to the following groups of individuals, except where the individual works remotely and the individual's work does not involve in-person interactions:

- Brason Academy Montessori School's Employees of the licensee;
- Brason Academy Montessori School's Volunteers;
- Students on an educational placement;
- Any licensee who regularly interacts with children, staff or providers;
- Any person who provides child care or other services to a child who receives child care (e.g., special needs resourcing consultant).

Policy

The Chief Medical Officer of Health has directed all licensed child care programs to develop, implement and ensure compliance with a COVID-19 immunization disclosure policy. All individuals covered by this policy must provide one of the following:

1. Proof of all required doses of a COVID-19 vaccine approved by the World Health Organization.
2. Written proof of a medical reason, provided by either a physician or nurse practitioner that sets out:
 - a. that the person cannot be vaccinated against COVID-19;
 - b. the effective time period for the medical reason (i.e., permanent or time- limited).
3. Proof that the individual has completed an educational session approved by Brason academy Montessori School.

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Educational session

An educational session has been approved by and provided by Brason Academy Montessori School and addresses all of the following learning components:

- How COVID-19 vaccines work;
- Vaccine safety related to the development of the COVID-19 vaccines;
- Benefits of vaccination against COVID-19;
- Risks of not being vaccinated against COVID-19; and
- Possible side effects of COVID-19 vaccination.

Proof of completion of education session and attestation will be required. It must be completed in full within 14 days of receipt. The education session will be completed outside of working hours on the employees own time.

Support for Vaccination

Brason Academy Montessori School will provide the following supports for people subject to this policy to receive a vaccine:

- Paid sick time for vaccine appointment as per Brason's time off request policy
- Online support if requested for booking appointments
- Access to computer equipment and wi-fi if requested.

Testing Requirements

Individuals subject to the policy who are not fully vaccinated must regularly complete an antigen point of care testing for COVID-19 and demonstrate a negative result 3 times a week, preferably Monday, Wednesday and Thursday.

- Testing is to take place at an individual's residence prior to attending work.
- Testing should be implemented consistently on a weekly basis with at least 3 days between tests, and conducted Sunday to Friday.
- Testing should not take place more than 48 hours before attending work.

Staff must read this link before self-administering a COVID-19 rapid Test kit:

<https://www.ontariohealth.ca/sites/ontariohealth/files/2021-08/PASP-COVID19-Self-Testing%20Instrucitons.docx>

Staff must provide written verification of the negative test result to info@brasonmontessori.ca. Text messages will NOT be accepted.

Staff must also sign the 'Rapid COVID Testing Results' sheet, found at the screener station, twice a week after administering the rapid antigen testing, preferably every Monday and Thursday

Please note, rapid antigen screening is only for individuals who are asymptomatic. Anyone who has symptoms should seek testing at their local assessment centre consistent with provincial testing guidance.

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Positive Test Results

A positive result on a rapid antigen test is considered a preliminary (presumptive) positive and requires confirmation with a PCR test. Any individual that receives a preliminary positive result on a COVID-19 rapid antigen test, is required to:

1. Seek a confirmatory PCR test immediately (ideally within 48 hours) at a designated testing centre.
2. Isolate immediately until the result of their confirmatory test is known.
3. Safely return to work only after they receive a negative result on a confirmatory test at a designated testing centre.

Any positive confirmatory test is routinely reported to the local public health unit, consistent with public health legislation, to support case and contact management and surveillance. Brason Montessori has no obligation to inform a public health unit of an employee's rapid antigen test result (regardless of whether it was positive or negative).

If an individual has had a laboratory-confirmed COVID-19 infection they should not participate in antigen testing for 90 days following the date of their positive COVID-19 test result. These individuals should immediately resume COVID-19 rapid antigen testing after the 90th day from the date of their positive COVID-19 PCR result. Individuals that are covered by Brason Montessori's immunization disclosure policy, but are not directly employed by a licensee must provide their attestations or negative test results directly to the director, by emailing info@brasonmontessori.ca, but are not required to duplicate testing if their employer also has a rapid antigen testing policy. Alternatively, third-party employers/agencies could also provide the attestation of the employee or negative test results to the director at Brason.

Reporting

The director will report the weekly test results of the rapid antigen testing done by the employees, to the Cambridge Chamber of Commerce, using their reporting system.

Screening Isolation Periods

Non-vaccinated staff are subject to different isolation and testing requirements as per the provincial COVID-19 School and childcare screening tool
Extended isolation periods may not be covered by paid sick time as per Brason Academy Montessori School's policies.

Confidentiality Statement

As per s. 77 of O. Reg 137/15 made under the Child Care and Early Years Act, 2014, Brason Academy Montessori School is required to report such statistical information to the Ministry of Education as may be required. No identifying information will be provided to the ministry in relation to this policy; all statistical information will be provided in aggregate form.