

TDSB COVID-19 STAFF VACCINATION STRATEGY UPDATE

Audley Salmon, Interim Executive Superintendent - Employee Services

Leola Pon, Executive Officer - Legal Services

Governance and Policy Committee Meeting

September 8, 2021



OVERVIEW

1. Ministry of Education **vaccination disclosure** policy for staff, Trustees and others
2. Board of Trustees' resolution re **mandatory vaccination** procedure for staff, Trustees and others

MINISTRY OF EDUCATION
VACCINATION DISCLOSURE
POLICY FOR STAFF, TRUSTEES
AND OTHERS

MINISTRY OF EDUCATION VACCINATION DISCLOSURE POLICY

Date	Developments
August 17	Government of Ontario announces vaccination status disclosure (VSD) requirement for staff, trustees and “frequent visitors”
August 18	Email to all TDSB staff & employee groups re: VSD requirement
August 20	Ministry issues “Implementation Resource” document <ul style="list-style-type: none"> - Attestation & proof of vaccination by September 7 - Regular testing and educational session
September 2	Email to all TDSB staff with instructions on VSD
September 2	Ministry issues updated Implementation Resource document; details expected later
September 3	Ministry provides initial direction on rapid antigen testing
September 7	CMOH issues instructions for <i>mandatory vaccination</i> policy for all publicly funded school boards by same date

MINISTRY OF EDUCATION VACCINATION DISCLOSURE POLICY

Data Security and Privacy:

- TDSB IT and privacy staff developed *MyVaccination Status* app/web portal to securely capture data
- Encrypted data during attestation submission (in transit)
- Access control rules: limited staff access per Notice of Collection
- Login is controlled by Enterprise Single-Sign on system
- ServiceNow accounts are created/updated by TDSB SAP integration
- Primary and disaster recovery data servers stored in Canada

MINISTRY OF EDUCATION VACCINATION DISCLOSURE POLICY

Vaccination Status Data

- Ministry requires **aggregate** and **depersonalized** VSD data to be shared with Ministry and posted on TDSB website on monthly basis
- TDSB will report **only Board-wide data**, not by school, department, building, etc.

MINISTRY OF EDUCATION VACCINATION DISCLOSURE POLICY

MyVaccination Status Responses as of 5 pm today:

- **68%** of 43,562 staff vaccination attestations completed
- Of responses received, over **94.6%** of staff have reported that they are vaccinated

MINISTRY OF EDUCATION VACCINATION DISCLOSURE POLICY

Next steps:

- All staff (including unvaccinated) expected to report to work as usual in the meantime
 - Rapid antigen testing 2x per week for unvaccinated staff
- TDSB will follow up with individuals to work toward full compliance
 - Strategies to address non-compliance
- Finalize Mandatory Vaccination Procedure
 - Target: week of September 14
 - Will be updated regularly upon receipt of new information or direction from Ministry or public health officials

**BOARD OF TRUSTEES'
RESOLUTION RE:
MANDATORY VACCINATION
PROCEDURE FOR STAFF,
TRUSTEES AND OTHERS**

TDSB MANDATORY STAFF VACCINATION PROCEDURE UPDATE

- August 25 Board resolution - Procedure still under development
- Will also address Ministry's mandatory vaccination *disclosure* requirement
- Key areas covered by Procedure:
 - Application: to whom does the Procedure apply
 - Phase in period for unvaccinated staff
 - Condition for new employees
 - Regular testing and reporting
 - Education program & resources

TDSB MANDATORY STAFF VACCINATION PROCEDURE UPDATE

- **Key areas covered by procedure (...cont'd):**
 - Exemptions and accommodations under *Human Rights Code*
 - Data collection, reporting and protection of privacy
 - Secure data collection
 - Limited access by identified TDSB staff
 - No harassment, bullying or discrimination
 - Non-compliance:
 - Administrative or disciplinary action
 - Random audits
 - False attestations

TDSB MANDATORY STAFF VACCINATION PROCEDURE UPDATE

Consultation per Board resolution:

- All TDSB employee groups' leaders
 - August 18 notice to all employees
 - September 1 consultation questions with Qualtrics survey link
 - September 3 health and safety table discussion with leaders
 - September 10 written submissions due
- TPH and Local Health Partners
- Urban Indigenous Education Centre
- In addition, select community organizations to support implementation

TDSB MANDATORY STAFF VACCINATION PROCEDURE UPDATE

- **Unvaccinated Employees**

- Human Rights Code accommodation requests
- Case-by-case approach
- Regular 2x week testing
- Non-compliance strategies and options
 - Administrative (non-disciplinary)
 - Disciplinary

TDSB MANDATORY STAFF VACCINATION PROCEDURE UPDATE

- Collection of additional community-based and TPH resources
- Strategies for outreach and engagement with unvaccinated employees
- Challenges:
 - Ministry-directed short timelines
 - Lack of detail on key elements such as testing and education session
 - Impact on operations due to staff shortages
 - Potential cost impacts

TDSB MANDATORY STAFF VACCINATION PROCEDURE UPDATE

Cost Impact

- Staff assessing additional costs that may be needed such as:
 - Administrative staffing supports
 - Technology requirements
 - Training materials
- Costs will be tracked and reported to FBEC committee as part of quarterly reporting
- Should staff anticipate that these costs will become significant, staff will recommend an amendment to the Board budget, to the Committee

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