



## Prioritization Matrix for School District Staff COVID-19 Vaccinations | Last Updated 01.19.2021

**Purpose (the why):** To provide a transparent procedure to allow for an orderly COVID-19 vaccination for school district staff as doses become available. This prioritization matrix is based on guidance from the Minnesota Department of Education's [COVID-19 Vaccines for School and Child Care Staff: Prioritization Considerations document](#).

**Staff definition:** for the purpose of vaccination, the term “school staff” means “all prekindergarten through grade 12 school staff at public, nonpublic, and tribal schools including staff who contract with schools like bus drivers. School-based certified child care centers are included in the school allocation as district employees.” This includes school-age care staff, substitute teachers, and similar positions. These prioritizations include:

**Prioritization within tiers:** There will also need to be prioritization within each tier because we will be assigned vaccination opportunities on an intermittent basis based on availability. The MDE recommends prioritizing in this manner:

- Descending age, in the following age groups:
  - 65 and older (These staff may be eligible for vaccination through other programs and should use whatever means available to get vaccinated.)
  - 55-64 years
  - Younger than 55 years
- Other attributes to be considered in prioritization include people with certain medical conditions, people with disabilities, and people from certain racial and ethnic minority groups who are disproportionately affected by COVID-19.

Prioritization Matrix	
Tier	Staff Included
Tier I Based on the MDH 1a prioritization category for health care personnel	<ul style="list-style-type: none"><li>• School Nurses and Health Aides</li><li>• Staff working directly with students with a documented risk of serious complications from COVID-19</li></ul>
Tier II Based on the MDH 1b prioritization category, with guidance from MDE, and implemented through the MDE school staff pilot program	<ul style="list-style-type: none"><li>• Elementary and early learning program school staff working in the in-person learning model, including bus drivers</li><li>• School-aged child care staff</li></ul>

	<ul style="list-style-type: none"> <li>• Staff working in an in-person or hybrid learning model with serious underlying health conditions</li> <li>• Staff working in-person with identified medically fragile students</li> <li>• Special Education staff providing intensive services and supports in circumstances where it is difficult to maintain social distancing. This includes Special Education Paraprofessionals, Teachers, Related Services (OT, PT, SLP, DAPE, ECSE, SST, Low Incidence).</li> </ul>
<p>Tier III</p> <p>Based on the MDH 1b prioritization category, with guidance from MDE, and implemented through the MDE school staff pilot program</p>	<ul style="list-style-type: none"> <li>• Middle, High School, Area Learning Center, ABE school staff working in an in-person or hybrid learning model. This also includes coaches and advisors of extra-curricular activities.</li> </ul>
<p>Tier IV</p> <p>Based on the MDH 1b prioritization category, with guidance from MDE, and implemented through the MDE school staff pilot program</p>	<ul style="list-style-type: none"> <li>• Staff working primarily in settings where students are not regularly present and social distancing among adults can be maintained</li> </ul>

*Matrix based on MDE COVID-19 Vaccines for School and Child Care Staff: Prioritization Considerations document.*