

Laura Jeffrey Academy will require all staff to:

1. Requires either:

- **Full Vaccination:** All current staff to be fully vaccinated against COVID-19 and to provide acknowledgment of full vaccination to the Laura Jeffrey Academy leadership team October 1, 2021. This includes third doses of the vaccine (or boosters) if and when they become recommended by the Food and Drug Administration or the World Health Organization. "Acknowledgment" means providing a copy of a completed FDA vaccination card to the LJA leadership team. Upon receiving the proof, LJA will provide you with a receipt and will destroy the copy.

OR

- **Frequent Testing:** All staff who remain unvaccinated, are not fully vaccinated, and/or have not provided acknowledgement of full vaccination as detailed above to submit to mandatory COVID-19 testing every three days or whatever frequency is the current recommendation from the Minnesota Department of Health and LJA leadership. This means the frequency of testing could increase or decrease. Staff will not be compensated for time or mileage used for required testing outside of regular work hours/location.
2. Any staff member who does not comply with the requirements of vaccination or frequent testing will be in violation of their work agreement and no longer an employee of Laura Jeffrey Academy.
 3. Any staff member who presents or submits a false, misleading, or inaccurate acknowledgement of full vaccination including a third recommended dose or booster will be in violation of their work agreement and no longer an employee of Laura Jeffrey Academy.
 4. Definitions:
 - "Fully vaccinated" means either: two (2) weeks after the second dose in a 2-dose COVID-19 vaccination (e.g., Pfizer or Moderna); and any subsequent booster doses; two (2) weeks after a single-dose COVID-19 vaccination (e.g., Johnson & Johnson); and any subsequent boosters.
 - Staff who do not meet these requirements are not fully vaccinated. This definition shall include any vaccine that has been approved by the Food and Drug Administration or the World Health Organization.
 - "Staff" means all full or part time Laura Jeffrey Academy employees.
 5. All Laura Jeffrey Academy staff hired after October 15, 2021 shall either provide acknowledgement of being fully vaccinated before their first day of work or submit to frequent testing as defined above. All newly hired staff that do not provide acknowledgement of being fully vaccinated upon hire or remain unvaccinated must immediately submit to frequent testing as defined above until acknowledgement of being fully vaccinated is received by the Laura Jeffrey Academy leadership team.
 6. The requirements of full vaccination or frequent testing shall also apply to all onsite contractors, onsite vendors, onsite volunteers, and Laura Jeffrey Academy lessees, and their employees, agents, and contractors.
 7. This Resolution shall be effective immediately and shall remain in effect until rescinded.