

BOARD MEMO

Date: September 23, 2021

For ACTION ☒ ☐

For INFORMATION ☐ ☒

Board Agenda: Yes ☒

No ☐

FROM: Melanie Kay-Wyatt, Ed.D., Executive Director of Human Resources

THROUGH: Stephen M. Wilkins, Ed.D., Chief of Staff
Gregory C. Hutchings, Jr., Ed.D., Superintendent of Schools

TO: The Honorable Meagan L. Alderton, Chair, and
Members of the Alexandria City School Board

TOPIC: Human Resources (HR) Update on Employee Vaccination and COVID-19 Weekly Testing

ACPS 2025 STRATEGIC PLAN GOAL:

N/A

SY 2021-2022 FOCUS AREA:

N/A

FY 2022 BUDGET PRIORITY:

Implementation of 2025 Strategic Plan

SUMMARY:

This memorandum informs of the status of employee vaccinations and COVID-19 testing. Approximately 2225 staff are fully vaccinated and 362 require weekly testing. The number of staff who achieve full vaccination continues to steadily increase.

BACKGROUND:

Since ACPS adopted the practice of vaccination or weekly COVID-19 testing, the number of fully-vaccinated staff continues to increase (or conversely, the number of staff requiring weekly COVID-19 testing continues to fall). Given recent public interest to mandate 100% vaccination of staff as a matter of employment, it is necessary to consider the potential impacts of such a policy change upon the workforce. If this change were to be effective immediately; then it would result in diminished operational capacity for our students, teachers/instructional staff, support-services staff and administrators. For example, the loss of administrators may reduce school/central office management, less teachers may increase class sizes and less support-staff may reduce or delay bus services, food services and maintenance services. This briefing will outline these concerns and recommend for the board to consider approximately 60-days advance notice to the workforce of a change to the current policy requiring staff vaccination or testing.

RECOMMENDATION:

This practice promotes health and safety in the workplace.

BOARD MEMO

IMPACT:

This practice promotes health and safety in the workplace.

ATTACHMENTS:

210923_Presentation_COVID_Update

CONTACT:

Dr. Melanie Kay-Wyatt, melanie.kay-wyatt@acps.k12.va.us