

Vaccine Mandate

Potential Effect

OSHA ETS makes it mandatory for business of 100 plus employees to have employees receive the vaccine.

On Thursday September 13, 2022, the Supreme Court issued a Stay until the case could be decided at the Sixth Circuit. If the Sixth Circuit says that the Mandate can be required, then someone will file a suit and it will go back to the Supreme Court. However, we may be caught up in the requirements at any time.

Under this ETS:

- Need to provide proof that each employee has been fully vaccinated
- Vaccine cards would have to be on file
- Religious and Medical Exemptions can be granted however, those individuals would have to wear masks 100 percent of the time and be tested weekly
- Meticulous records would have to be kept
- Policy would need to be created with protocols for how we are going to ensure that we are in compliance and how we are going to enforce the testing and mask wearing
- There is a \$14,000 fine for each violation
- Count employees, part time and seasonal employees (substitute teachers and coaches)
- The duration of the ETS, is for 6 months however, there is talk of this becoming a permanent requirement.

(Fully vaccinated currently defined as two weeks after two shots of Moderna or Pfizer or the Johnson and Johnson shot)

In preparation, we surveyed our employees:

74 employees responded:

34 Not Vaccinated	46%
40 Vaccinated	54%

Reached out to other Private Schools to inquire as to their planned approach.

Brentwood	Hill Country	Regents School
Central Texas Christian	St. Thomas Episcopal	Trinity Christian Addison
Lake Jackson Brazosport	Stonegate Irving	New Braunfels Christian
Coram Deo Plano	Live Oak Classical Waco	Castle Hills San Antonio
Concordia Lutheran Tomball		

In the last year, the highest monthly number reported to Texas Workforce Commission was 93 and the lowest was 69.