



September 23, 2021

Re: Mandatory Vaccination Policy

Dear Colleagues,

On Tuesday, the Board of Trustees approved a mandatory COVID-19 vaccination policy for all students, faculty, classified staff, administrators, and contractors. The policy can be viewed in its entirety here: <https://www.wvm.edu/trustees/Forms/Chapter%203%20-%20General%20Institution.pdf>

This policy takes effect November 1, 2021. In order to access any on-campus services after that date, all members of the campus community must be vaccinated (the district will offer a testing alternative for the remainder of the fall semester only) or have an approved medical or religious exemption. This mandate does not apply to students or employees participating exclusively online. I wish to express my sincere thanks to our classified and academic senates, student governments, college councils, district council, and others for their thoughtful analysis and strong leadership in creating this safe, new direction for the district.

As we phase in this requirement over the final weeks of the fall semester, we will allow students who are already enrolled in face-to-face classes to either provide a declaration under penalty of expulsion that they are fully vaccinated or be tested twice weekly to ensure that they are COVID-free. Those few students with sincerely held religious beliefs against vaccination, or medical conditions that make taking the vaccine unsafe, will also be required to test twice weekly. The district has partnered with Virus Geeks Inc. to administer no cost testing on campus consistent with all applicable legal requirements and safety protocols. We have established a comprehensive system of contact tracing to immediately address any missed tests and to ensure that any students who test positive safely quarantine away from the campuses. With the vast majority of our courses online this semester and the high vaccination rates in our county, we estimate that approximately 500 students will be impacted by this requirement district-wide and remain confident that we will ensure full compliance.

Students wishing to enroll in spring 2022 in-person courses are required to disclose vaccination status prior to being granted permission to register, and only those students with medical or religious exemptions will be offered twice-weekly testing. Beginning spring 2022, students will be required to both attest under penalty of expulsion that they are vaccinated and also provide the district with a copy of their vaccination card before attending in-person classes or utilizing on-campus services. Using our new mobile app, students will be required to show proof of clearance before entering campus facilities. Students who elect to take only online courses and do not wish to make use of any on-campus services are not required to be vaccinated.

As of today, almost all of our current employees are vaccinated, and in the future all offers of employment will be conditioned upon proof of vaccination. For the remainder of this fall semester only, the approximately 50 unvaccinated employees must either become fully vaccinated, have a religious or medical exemption, or they may choose no-cost, twice-weekly testing in order to perform their on-

campus work. The district Health Services Department will contact unvaccinated employees directly to determine next steps. Virus Geeks Inc. will also manage the employee testing program to ensure compliance with all applicable regulatory requirements. However, beginning in the spring semester, employees must be vaccinated to work on campus, and only those with religious or medical exemptions will be provided free testing. All requests for exemptions can be made confidentially to Associate Vice Chancellor of Human Resources Eric Ramones.

Although we certainly hope to resolve any differences arising from implementation, the health and safety of our community is paramount. Therefore any employees who are assigned to work on campus by their appropriate administrator but decline to be vaccinated or secure an exemption will be subject to appropriate remedial action as outlined in their collective bargaining agreement or employment contract. Our current collective bargaining agreements, finalized this summer following expiration of any COVID memoranda of understanding and the re-opening of California, govern all terms and conditions of employment for the spring semester including efficiency, course scheduling, and negotiated limits to online teaching, unless any new mandates arise from state or local public health authorities.

Together with our dramatic facilities improvements, masking requirements, and other measures, I am confident that this policy will help us safely return our students in much greater numbers to our beautiful campuses in the spring. Should you have any questions, please consult your campus vice president for administration or reach out directly to James Kerbey (who is filling in for Chief Rolen during his vacation) in the district Office of Public Health and Safety. My sincere thanks and appreciation for your support of our students, and each other, as we return to campus fully this coming spring.

Respectfully,

-Brad

Bradley J. Davis
Chancellor
West Valley-Mission Community College District
14000 Fruitvale Avenue
Saratoga CA, 95070