



California's Vaccination Order for School Employees FAQ

Hemet Unified and its Labor Partners continuously collaborate and negotiate in order to keep students and staff as safe as possible during the COVID-19 world-wide pandemic. The purpose of this communique is to update staff on recent vaccination and testing Orders for employees and how they will be applied within Hemet Unified.

What is the California COVID-19 vaccination Order?

In order to protect against and mitigate the spread of the COVID-19 virus, on August 11, 2021, the California Department of Public Health issued a [Public Health Order](#) for public employees. This Order requires all public school employees to show proof of vaccination or submit to weekly COVID-19 testing. All districts must be in full compliance with this Order by October 15, 2021 - be advised that this Order has the full effect of law.

The law requires districts to:

- Verify the vaccination status of all employees.
- Provide COVID-19 testing only for those employees who choose not to vaccinate, who choose not to show proof of vaccination, or who do not disclose their vaccination status.
- Track verified vaccination status and proof for every employee and make that available to health officials, as needed.

Frequently Asked Questions

What does fully vaccinated mean?

You are considered "fully vaccinated" 14 days after completing the second dose of a two-dose COVID-19 vaccine (e.g., Pfizer or Moderna) or 14 days after receiving a single dose of a one-dose vaccine (e.g., Johnson & Johnson/Janssen).

How will HUSD collect evidence of vaccination?

A google form was emailed to all employees to complete their attestation of vaccination status and upload their proof of vaccination. The form can be accessed [here](#).

Who (what entity) administers the testing for those that are not fully vaccinated?

Testing will be conducted through Fulgent Enterprise Solutions. This is a self administered nasal PCR test. Introduction email, online portal set up, and test results available through a secured platform.

When does testing take place?

Testing will be conducted on site during the workday.

When will testing begin?

Testing is being coordinated for implementation starting the second week of October.

How will make-up testing work if I miss it?

Currently, we are evaluating the possibility of a make up day depending on volume or individualized testing.

What type of test is administered? And how will the test be administered?

This is a PCR test to detect the virus that causes COVID-19, for the purposes of diagnosis and treatment. The test is a self-administered nasal swab test that can be completed in as little as 30 seconds.

How do I get my testing results? How soon after testing do I get results?

All test results are available through the individual access to the online portal and available within 24-48 hours from lab receipt of test samples. Results will also be provided based on the employee preference at setup, email, or telephone call.

Will I be notified of a positive/negative test?

All test results are available through the individual access to the online portal. Results will also be provided based on the employee preference at setup, email or telephone call.

What if I get vaccinated after I initially responded as “not-fully vaccinated”?

Vaccination status can be updated by notifying the staff-covid-team@hemetusd.org and providing proof of vaccination status.

Where are you going to keep my proof of vaccination?

Proof of vaccination will be kept in a joint Human Resources and Safety/Risk management file in order to maintain confidentiality.

How will my personal information remain confidential and safe during testing?

Portal is provided through a web-based application. Registration may include confirmation of personal identifiers as well as consent for testing. Each participant will be emailed a unique QR code they can access through their mobile device for user identification. Pertinent information will be housed in the testing agency database, Human Resources, and Safety/Risk Management.

How will confidentiality be assured during the testing process at the site?

Information regarding the need for testing and site coordination continues through your office manager and/or administrator/supervisor, as is the current process for exposure testing.

Will there be a specific testing schedule?

A predetermined and recurring testing schedule will be finalized for each site.

What if I test positive?

You will receive notification via your registered choice of notification as well as a contact by the staff covid team for next steps.

How will the concern of false positives be addressed?

Utilization of a laboratory PCR test reduces the potential for false positives as one would find in batch testing.

Can I provide my own weekly testing through my personal provider or outside entity?

You may have a laboratory PCR test conducted through your medical provider or other third party. The test must be done by a nasal PCR and laboratory process with results available within 24-48 hours. Reimbursement is not available if you elect to test privately. Test results shall be sent to staff-covid-team-group@hemetusd.org (copy and paste the email address into your email system if this link is not working when clicked) within 24-48 hours after the test.

Are we testing families of staff?

No, HUSD is not testing the families of staff.

Are there exemptions for medical or religious reasons?

For those employees that may elect not to be vaccinated due to medical or religious reasons, the weekly testing is the required accommodation.

If I've tested positive for COVID previously, am I exempt from testing?

If an employee tests positive for COVID, they do not need to test for 90 days from the date they tested positive. We will monitor our positive case data for those in this category. On day 91, an individual will then be categorized as unvaccinated, until our office is notified otherwise.

What happens if I choose not to comply with the vaccination or testing Order?

Employees who do not comply with the vaccination or testing Order may be placed on unpaid leave. If non-compliance continues, the employee could be subject to disciplinary action in accordance with the applicable collective bargaining agreement and California Education Code. HUSD will engage with employees on a case by case basis to support people as we all work to comply with this Order.

Are the Associations able to bargain for an exemption to the vaccination requirement and/or testing accommodation?

No. This is a State of California Order.

Where can I get vaccinated?

Vaccinated opportunities available by clicking [here](#).

In the event changes occur to this Order, Hemet Unified and its Labor Partners will continue to collaborate and updates to this information would be forthcoming as appropriate.