Cerritos Community College District Procedure  No. 2905

The District

AP 2905  SARS COV-2 (COVID-19) PROOF VACCINATION AND TESTING REQUIREMENT

Reference:
Education Code Sections 70902, 76020, 76032, 76403, 87408, and 87732
Board Policy 7330 – Communicable Diseases
Board Policy 5500 – Standards of Student Conduct

Objective and Implementation Date
To implement a District vaccination program for all District employees, students, vendors, contractors, and visitors who physically access any District facility. All employees, students, vendors, contractors must submit proof of full vaccination by January 3, 2022 unless they have been granted a medical or religious exemption by the District. All District employees, students, vendors, contractors, and visitors with a medical or religious exemption will be required to present a negative COVID-19 weekly test.

Before disciplinary action is taken, the District will notify employees who have not submitted proof of being fully vaccinated by issuing three official written notifications, which may include emails.

Effective January 3, 2022, all District employees who fail or refuse to submit proof of being fully vaccinated will be subject to unpaid leave and disciplined for cause as set forth in Education Code Section 87732.

Background
On July 26, 2021, Governor Newsom announced a new standard (Appendix A) for state employees, “implementing a first-in-the-nation standard to require all state workers and workers in health care and high-risk congregate settings to either show proof of full vaccination or be tested at least once per week and encourage all local government and other employers to adopt a similar protocol.” The policy for state workers took effect on August 2, 2021.

The Governor strongly encouraged all local government and other employers to adopt a similar protocol and be vaccinated against COVID-19 or provide proof of testing. To protect, to the extent reasonably possible, the health and safety of our employees and our students from the direct threat resulting from the spread of COVID-19, the Board of Trustees considered and adopted on August 4, 2021 resolution #21-0804A (Appendix B) implementing a similar vaccination/testing program.

The nature of the COVID-19 pandemic can rapidly change at any moment and health and safety protocols may change as the pandemic worsens or improves.

Terms and Definitions
Fully Vaccinated

Fully vaccinated against COVID-19 will be as defined by the Center for Disease Control (CDC).

Proof of Vaccination

Everyone who is vaccinated in the United States received a CDC COVID-19 Vaccination Record Card. According to the County of Los Angeles Public Health, there are three types of official vaccination records:
- CDC COVID-19 vaccination record card
- CDPH COVID-19 vaccination digital record
- California Immunization Registry (CAIR) vaccination record

COVID-19 Test

A medical test to determine if someone has an active COVID-19 infection. As methods become available, recommended tests may include a polymerase chain reaction (PCR) test or an antigen test administered by medical provider.

Proof of Testing

COVID-19 tests are available that can look for current infection or for past infection.
- A viral test can show if you have a current infection. There are two types of viral tests: nucleic acid amplification tests (NAATs) and antigen tests. These are swab or saliva tests. They are never blood tests.

District Facilities

Any location owned and operated by the District.

Exclusions

This procedure does not apply to students who have 100% remote and/or online instruction unless they are planning to physically access any District facility and vendors, contractors, visitors who do not access District facilities for more than 10 minutes.

Proof of Vaccination

All District employees, students, vendors, contractors, and visitors who physically access any District facility shall present proof they have been fully vaccinated against the SARS CoV-2 virus (COVID-19); unless qualified and granted a medical or religious exemption.

According to covid19.ca.gov, the following is acceptable proof of vaccination:
- Original DHHS CDC COVID-19 vaccination record card, which includes:
  - Name of person vaccinated
  - Date of birth
  - Type of vaccine provided
  - Lot number
  - Date last dose administered
  - Site where administered
- A photo or paper copy of your DHHS CDC COVID-19 vaccination record card
- A photo of your vaccination record card stored on a phone or other electronic device
Paper or digital documentation of vaccination from a healthcare provider or other issuer.

A Digital COVID-19 Vaccine Record (DCVR).

Exemptions
Exemptions from the vaccine requirement may be excused in this procedure as described below. A person who is granted an exemption will be required to undergo regular testing at least once a week for COVID-19 infection and produce proof of a negative COVID-19 test result.

Medical Exemption: due to a medical (including mental health) condition for which an approved vaccine presents a significant risk of a serious adverse reaction. The District will require proof of a medical exemption to be verified by a certified or licensed healthcare professional.

Medical exemptions for employees shall be requested from Human Resources and for students shall be requested from Student Accessibility Services.

Religious Exemption: due to either (i) a person’s sincerely held religious belief, observance, or practice, which includes any traditionally recognized religion, or (ii) beliefs, observances, or practices which an individual sincerely holds and that occupy a place of importance in that individual’s life, comparable to that of traditionally recognized religions.

Religious exemptions for employees shall be requested from Human Resources and students shall be requested from Student Affairs.

Proof of Testing for Exemptions Only
Weekly testing will be required for all District employees and students who have qualified and received a medical or religious exemption.

According to covid19.ca.gov, the following is acceptable as proof of a negative COVID-19 test results:

- Printed document from your test provider or laboratory
- An email or text message displayed on your phone from your test provider or laboratory

Results should include name of person tested, type of test, and date of negative test result. For PCR, the date of negative result must be within the prior 72 hours. For antigen, the date of negative result must be within the prior 24 hours.

Testing Options
CDC recommends that anyone with any signs or symptoms of COVID-19 be tested, regardless of vaccination status or prior infection. Employees or students who were tested because they have symptoms or were potentially exposed to the virus, should stay away from others pending test results and follow the advice of their health care provider or a public health professional.

Testing Onsite
Cerritos College currently offers COVID-19 testing on campus at no cost to employees and students.

**Testing Outside the College**

Contact your healthcare provider and schedule a testing appointment. Testing is available at local health centers and selected pharmacies:

- Find a health center near you. Please call ahead to make an appointment.
- CVS Health
- Local independent pharmacies
- Rite Aid
- Walgreens
- Walmart in partnership with Quest Diagnostics
- COVID-19 Diagnostic Tests | 211LA
- County of Los Angeles COVID-19 Testing

**Confidentiality of Medical Information**

The college must maintain the confidentiality of employees and students COVID-19 test results and vaccination status as provided by law. All information gathered under this procedure, including test results and vaccination status, must be retained by Human Resources for employee records and Student Health Services for student records.

Office of Primary Responsibility: President/Superintendent

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Date Adopted: September 13, 2021
Date Revised: October 11, 2021