



## LBNS Program — Health and Safety

### Procedure Area/Subject: COVID-19 Immunization Disclosure Policy and Testing Requirements

Page #		Last Reviewed/Updated:	September 2021
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## Policy

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This policy is being implemented to align with guidance and recommendations from the Ministry of Education – Early Years and Child Care Division. The purpose of this policy is to provide guidelines pertaining to the expectations and requirements of staff members with respect to COVID-19 vaccination. At this present time, it is important to note that COVID-19 vaccinations are highly recommended but are not mandatory in child care settings. Should this change in the future, this policy will be modified at any time based on legislative changes or at the discretion of Little Blessings Nursery School Board Members.

## Purpose

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Little Blessings Nursery School is committed to safeguarding the health, well-being and safety of our employees, children, their families and the community at large.

Since the onset of the COVID-19 pandemic, the health and safety of our children and staff members has been our top priority. COVID-19 vaccinations in a child care setting is highly recommended and encouraged to protect all staff, children and families to help reduce the risk of outbreaks and create a safe environment for all personnel involved.

Employees whom are vaccinated will still be required to wear full PPE until otherwise directed by local Public Health authorities, the Ministry of Education and the Government of Ontario. In addition, daily, on-site COVID-19 school and child care screenings are still mandatory for all children, staff and visitors. For ease of convenience, please refer to the website link: [Download COVID-19 screenings | COVID-19 \(coronavirus\) in Ontario](#)



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## Scope

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The Immunization Disclosure Policy applies to all LBNS Staff Members and Board Members, except where the individual works remotely and all in-person interactions for the following groups of personnel:

- All Little Blessings Nursery School Board Members
- Little Blessings Nursery School Staff Members
- Temporary/Casual/Supply Staff
- Students
- Volunteers
- Students on an educational placement
- New employees
- Visitors, including third-party contractors
- Vendors
- Guests

Individuals subject to this protocol will be required to provide proof of one of the following:

1. Full vaccination against COVID-19
2. A documented medical reason for not being vaccinated against COVID-19
3. Completion of a COVID-19 vaccination educational session prescribed by the Ministry of Education



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### Rapid Antigen Testing Requirements

Those who are not fully vaccinated will be required to complete COVID-19 rapid antigen testing at a minimum frequency as mandated by the Ministry of Education and **provide verification of negative test results two times per week**. Individuals will be expected to fulfill testing requirements outside of working hours

Please note the following instructions below:

- Testing is to take place at an individual’s residence prior to attending work
- Testing should be implemented consistently on a weekly basis with at least 3 days between tests and conducted Sunday to Friday
- Testing should not take place more than 48 hours before attending work
- All LBNS Staff members will adhere to the following days of the week for testing:
  - Test 1: Friday and Test 2: Tuesday and Repeat

Please note that rapid antigen screening is only for individuals whom are asymptomatic.

For further information, please refer to the attached handout at Appendix A that explains how an individual can self-administer a COVID-19 rapid test kit:

<https://www.ontariohealth.ca/sites/ontariohealth/files/2021-08/PASP-COVID19-Self-Testing%20Instrucitons.docx>

If an individual receives a positive test result, they are required to self-isolate and is not permitted to come into work. Please be advised that this will noted as an unpaid, sick day.

Any individual that receives a preliminary (presumptive) positive test result on a COVID-19 rapid antigen test is required to:



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1. Seek a confirmatory PCR test immediately (ideally within 48 hours) at a designated testing centre
2. Isolate immediately until the result of their confirmation test is known
3. Safety return to work only after they receive a negative result on a confirmation test at a designated testing centre

If an individual has had a laboratory-confirmed COVID-19 infection, they should not participate in antigen testing for 90 days following the date of their positive COVID-19 test result. These individuals should immediately resume COVID-19 rapid antigen testing after the 90<sup>th</sup> day from the date of their positive COVID-19 PCR result.

Rapid Antigen tests are provided to licensed child care programs and are intended for individuals that are covered by the licensee’s immunization disclosure policy. These tests are not intended to be used to screen children.

## Definitions

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“Fully vaccinated against COVID-19” as per Ministry of Education documentation means having received the full series of/all of the doses required for a COVID-19 vaccine or combination of COVID-19 vaccines approved by the World Health Organization

“Educational Program” means an educational program that has been prescribed by the Ministry of Education and addressed the following learning components:

- How COVID-19 vaccines work
- Vaccine safety related to the development of the COVID-19 vaccines
- Benefits of vaccination against COVID-19
- Risks of not being vaccinated against COVID-19
- Possible side effects of COVID-19 vaccination



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## Attestation Requirements

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The educational program requirement of the COVID-19 immunization disclosure policy was produced by the Ministry of Education in collaboration with 19 to Zero. The video is available in English and French as well as American Sign Language (ASL).

Here are the links for the videos:

In English:

- [COVID-19 Vaccination Information for Educators](#)
- [COVID-19 Vaccination Information for Educators \(with ASL interpretation\)](#)

In French:

- [Informations sur le vaccin contre la COVID-19 à l'intention des éducateurs](#)
- [Informations sur le vaccin contre la COVID-19 à l'intention des éducateurs \(avec interprétation en LSQ\)](#)

Individuals covered by this policy are expected to submit a formal attestation. Please refer to Annex A

## Non-Compliance?

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Every employee has a responsibility to review this policy in full to keep up-to-date on policy compliance



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## Data Reporting Requirements

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The Board President in collaboration with the LBNS Supervisor shall determine the total number of individuals subject to this policy. When reporting to the Ministry of Education, the Board shall be explicit on categories of individuals captured including any deviations from the original list.

The provincial Antigen Screening Program requires that all organizations receiving free antigen screening tests submit weekly reporting to the Ministry of Health via the Thrive Health App for verification and reporting purposes.

The following information will be required:

1. The type of rapid test used
2. Number of rapid antigen tests used
3. Number of invalid rapid antigen test results
4. Number of individuals who tested positive with a rapid antigen test
5. Number of individuals who tested negative with a rapid

All data is reported and stored at the aggregate, de-identified level.



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## Confidentiality/Privacy Concerns

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Any and all information regarding employees whom are unable to be vaccinated will be kept confidential. The Board President and LBNS Supervisor shall not provide any identifying information to the Ministry of Education and will communicate to all individuals who are subject to this policy that information will be shared with the Ministry of Education in aggregate form only and without identifying information.

The ministry is collecting this de-personalized statistical information under the authority of s. 77 of Ontario Regulation 147/15 under the Child Care and Early Years Act, 201 (CCEYA) and in accordance with section 70 of the CCEYA. This critical information will help to inform evidence-based planning and policy decisions related to COVID-19 health and safety protocols in early years and child care settings across Ontario.



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### Annex A: Attestation Requirements

I have completed the COVID-19 vaccination educational session prescribed by the Ministry of Education.

Yes                      No

I affirm that all of the information and answers provided herein and any accompanying supporting documentation are complete, true and correct to the best of my knowledge and belief as required by law. I understand that any misrepresentation, falsification or omission of any material facts may render this attestation void.


\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Supervisor Signature

\_\_\_\_\_  
Board President



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## Appendix B Obtaining Proof of Vaccination

For people who were vaccinated in Ontario, the only acceptable proof of vaccination is the receipt provided by the Ministry of Health to the person who was vaccinated.

### [Green Ontario Health Card](#)

After vaccination, individuals with an Ontario photo health card can log into the provincial portal to download or print an electronic COVID-19 vaccine receipt in PDF format for each dose received.

### [COVID-19 vaccine booking support | COVID-19 \(coronavirus\) in Ontario](#)

Receipts are available:

- for first and second doses received in Ontario regardless of where you were vaccinated in Ontario (For Example, at a mass immunization clinic, hospital, pharmacy, primary care setting, etc.)
- for doses received out of province or for World Health Organization approved vaccines

To log into the provincial portal (<https://covid19.ontariohealth.ca/>) and download vaccine receipt(s) individuals will need the following:

- ✚ A green photo health (OHIP) card (you will need numbers from both the front and back of the card; expired cards will be accepted)
- ✚ Date of birth
- ✚ Postal code

Steps to download receipt(s):

- Scroll to the bottom of the page and acknowledge that you have read and understood the terms of use
- Enter the requested personal information and press “Continue”



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- Select “Continue” under the header: “Vaccination Receipts” and
- Click “Download the Receipt” for the desired vaccination date



[Red and White Ontario Health Card](#)

Individuals with a red and white health card or individuals who are having difficulty accessing their vaccine receipt(s) online should call the Provincial Vaccine Booking Line at 1-833-943-3900. This line is available from 8:00 am – 8:00 pm, 7 days a week. The call center agent can email you a copy of your receipt