



DAVIDSON COUNTY SCHOOLS

Your future. Our focus.

Date: November 10, 2021

To: All DCS Staff

From: J. Lowell Rogers, Assistant Superintendent of Human Resources *JLR*

Subject: OSHA Emergency Temporary Standard

Please take the time to read this entire memo and then reflect on the information that is being shared with you. Although much of this information has been shared recently in the news, this memo shares how it will affect all of us as employees of Davidson County Schools.

In September 2021, President Biden announced plans to work with the Department of Labor to develop rules in response to the continued effect of COVID-19 in the workplace. On November 4, 2021, the Occupational Safety and Health Administration (OSHA) released rules for all employers with over 100 employees. Davidson County Schools falls under this federal requirement. The following are federal requirements, not a local board mandate.

Your principal/supervisor will request information from you to document your COVID-19 vaccination status. This documentation is required by the federal government rules no later than December 5, 2021. Your vaccination status will determine the next steps in our process.

On December 5, if you have been fully vaccinated and provided the required documentation, there are no further action steps at this time.

If you cannot provide documentation that shows you are fully vaccinated for COVID-19 by December 5, 2021, you will be required to wear a mask when indoors and when occupying a vehicle with another person for work purposes.

Beginning January 4, 2022, this federal rule also establishes a requirement for all unvaccinated employees to provide negative COVID-19 test results on a weekly basis. This testing will occur outside of work hours and be the responsibility of the employee to schedule, pay for and then provide the weekly results to your supervisor.

I appreciate your cooperation, patience, and dedication as we work together to meet these federal requirements. Your principal/supervisor will be given additional information as we get closer to January 2022. I will also share any changes if they arise.

At this time, all employees, regardless of vaccination status, will continue to follow our district mask mandate.

Many states are currently considering legal action, and some states have begun challenging this mandate in the court system. That may mean delays in implementing these requirements. However, with the current required timeline in place, we will begin to collect vaccination documentation to add to your employee medical file. Again, this information must be collected by December 5, 2021.

If you would like to read more about these requirements, please visit the US Department of Labor information site at <https://www.osha.gov/coronavirus/ets2>.

Also, the FAQ located at <https://www.osha.gov/coronavirus/ets2/faqs> has some helpful information that may answer many of your questions.

[November 4, 2021 letter to Superintendents](#) from Catherine Truitt, NC Superintendent of Public Instruction, regarding the OSHA Emergency Temporary Standard