



Division of Public Health (DPH) Guidance for Schools on Mandatory Vaccination or Routine Testing (Revised November 10, 2021)

Purpose: The State of Delaware is requiring employees working in K-12 schools (public and private) to be vaccinated against COVID-19 or submit to routine testing.

Definitions & Acronyms

- **Molecular Test:** PCR, LAMP, CRISPR, or other Nucleic Acid Amplification Test that amplifies genetic material for the detection of SARS-CoV-2.
- **Antigen Test:** rapid, often point-of-care test that detects protein markers for the detection of SARS-CoV-2.
- **CDC:** Centers for Disease Control & Prevention.
- **Staff:** Educators, custodians, school administrators, school nutrition workers, bus drivers, contractors, volunteers, and any other individuals employed by, or working or volunteering in, a Delaware school for K-12 programs and activities. Adult education staff are exempted unless also working with K-12 students.
- **Fully vaccinated (against COVID-19):** Refers to a person who is more than two weeks past receiving their second Pfizer or Moderna dose or their single Johnson and Johnson vaccine, per the [CDC's Public Health Recommendations for Vaccinated Persons](#).
- **Unvaccinated:** Refers to a person who does not fit the definition of "fully vaccinated," including people whose vaccination status is not known, for the purposes of this guidance.

Considerations

- Within the week prior to their start date and every 7 days (once a week) thereafter, all unvaccinated new staff must be tested for COVID-19 and be able to submit the results. Individuals who are within their 90-day recovery period from COVID-19 and those who are fully vaccinated against COVID-19 are exempt from this requirement.
- If an individual has previously tested positive for COVID-19 and is **within** the 90-day recovery period, testing is **not** recommended because during this period individuals may continue to test positive. During this 90-day period testing is not required if the positive test is documented. If an individual has previously tested positive for COVID-19 and is **beyond** the 90-day recovery period since the onset of symptoms (or if asymptomatic, test collection date), he or she must be placed back on the schedule for screening and/or testing.
- For detailed instructions on utilizing antigen tests, see this [guidance](#) from DPH.
- An LEA or school may choose to increase testing frequency beyond what is required by the State.



Routine Testing for School Staff

Routine testing for fully vaccinated staff is not required. All unvaccinated staff must be tested at minimum once weekly (once every seven days). Molecular or antigen tests are acceptable to satisfy this requirement. Schools are encouraged to offer on-site testing through the Quidel partnership, but are not required to offer testing on site. If your LEA or school has a question about on-site testing, please contact your DPH liaison.

Reporting

All schools (public and private) must maintain documentation that all staff are either vaccinated or are submitting to regular testing. DPH may request information from LEAs and schools to ensure compliance with mandatory vaccination or routine testing.

Policies and Procedures

Each LEA's or school's individual procedures should consider the following:

- A secure mechanism for handling information on an employee's vaccination status, consistent with how LEAs and schools handle personnel information.
- A mechanism to ensure regular testing is available on-site if possible. [Community testing](#) is also available, is free of charge for individuals, and usually takes very little time.
- A discipline policy, consistent with the LEA's or school's existing discipline procedures, for handling staff unwilling to either be vaccinated or get tested. LEAs and schools may use the [Department of Human Resources' state employee policies and procedures](#) to guide their own processes.