

Fact Sheet

Information for DoDEA Employees on the DoD COVID-19 Immunization Program

The DoD COVID-19 Immunization Program

The Department of Defense (DoD) is offering the COVID-19 vaccination to all DoD civilian employees on a voluntary basis, at no cost. The vaccinations will be offered in a phased approach through local military Medical Treatment Facilities (MTF) to DoDEA employees and eligible family members. DoD officials have identified DoDEA employees in priority group 1b -- essential workers (teachers and support staff) for the vaccine. Contracted personnel (U.S. and host nation) as well as substitute teachers are also included.

Two doses of the vaccine are required and will be scheduled by the MTF. For employees who are also seeking the annual flu shot, DoD health officials have indicated that the flu and COVID-19 vaccines should be administered a minimum of 14-days apart.

DoDEA officials are working with MTFs to provide the number of DoDEA employees/contractors who chose to avail themselves of the vaccine. Accordingly, employees will be required to report their intent to their Principal or Supervisor. If an individual chooses to decline receipt of the COVID-19 vaccine at the time it is offered, he or she may request to be vaccinated later, subject to availability of the vaccine at that time.

Vaccine Safety

Employees are advised to consult with their Primary Care Managers regarding specific questions on the individual benefits and risks of the COVID-19 vaccine. Employees are also encouraged to visit the DoD Military Health website for a comprehensive list of vaccine-related topics.

<https://health.mil/Military-Health-Topics/Combat-Support/Public-Health/Coronavirus/COVID-19-Vaccine-Efforts>

DoDEA Employee Reporting Requirements

All DoDEA employees/contractors are required to inform their organizational leadership of their decision to accept or decline the DoD COVID-19 (voluntary) vaccine. Employees who choose to accept the vaccine will also be asked to report their shot status (dates of first and second shots). The way in which employees will provide the required information will be determined locally by DoDEA Region, District, and School leaders.

The reporting requirement enables DoDEA leaders to manage the vaccination process for their respective schools/offices to ensure all employees have an equal opportunity to participate and efficiently manage/mitigate the impact of staff participation on school operations.

Servicing Military Medical Treatment Facilities (MTF) are required to document all vaccinations. Employees are expected to cooperate with the medical command's directions for providing information. All vaccine recipients will be provided a copy of the CDC COVID-19 Vaccination Record Card after receipt of the vaccine. DoDEA employees are advised to retain documentation showing participation in or completion of the vaccination process if validation is required at a later date.

DoDEA COVID-19 Immunization Tracking and Reporting Tool

DoDEA has established a secure database to collect and report employee participation and immunization status. Only DoDEA personnel with a need to know will have access to this data. (e.g., a school principal will only be able to access employee information for employees assigned to their school/office).

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Leave Authorization

Employees are authorized paid duty time for the time required to depart work, obtain the vaccination, and, if needed, to recover from any ill-effects on the day of the vaccine. If the ill-effects carry over to subsequent workdays, employees may request personal leave (i.e., sick, any purpose, educator, annual, LWOP-) to recover.

Impact of the Vaccine on DoDEA Operations

A safe and effective COVID-19 vaccine is a critical component of the DoD strategy and effort to reduce COVID-19 related illnesses, hospitalizations, and deaths. The vaccines are a huge step forward; however, even as the workforce is voluntarily immunized, DoDEA personnel must remain steadfast and vigilant in our mitigation measures until the virus is no longer a threat. All DoDEA employees are required to continue observing all COVID safety protocols and procedures established by DoDEA and our host installations.

Decisions regarding school operations (remote versus in-person) remain governed by the Health Protection Condition (HPCON) levels established by the installation commanders and school-specific operational decisions made in coordination with DoDEA leadership. The same applies to the work status of above-school-level employees (telework versus worksite).

Likewise, the *DoDEA COVID-19 Operational Guidelines and Protocols* will not be adjusted in relation to the percent immunized within a DoDEA school or above-school-level organization. We anticipate further CDC guidance on this matter. Employees who elect not to participate in the DoD voluntary immunization program will not be treated any differently in the workplace from those employees that have started/completed the immunization process.

For More Information...

DoDEA COVID-19 Vaccine Efforts

<https://www.dodea.edu/COVID-19-vaccine-efforts.cfm>

DoD Vaccine Availability

<https://www.defense.gov/Explore/Spotlight/Coronavirus/Vaccine-Availability/>

CDC Frequently Asked Questions about COVID-19 Vaccination

<https://www.cdc.gov/coronavirus/2019-ncov/vaccines/faq.html>