



December 10, 2021

Attention all Employees:
Re: Mask and Vaccine Requirements

On Nov. 30, 2021, the Office of Head Start conducted a webinar to address new mask and vaccine requirements for all Head Start programs only. Although SHORE UP! is currently adhering to many of these mandates, there are some slight changes. This letter addresses the requirements that are now in effect for our agency's Early Head Start and Head Start programs, as well as other forthcoming requirements from the Office of Head Start.

First, masks will continue to be required for all individuals ages 2 and older when there are two or more individuals on a vehicle owned, leased, or arranged by the Head Start program; when there are two or more people indoors in a setting when Early Head Start and Head Start services are provided; and for those not fully vaccinated, masks must be worn outdoors in crowded settings or during activities that involve sustained close contact with other people.

Masks may not be worn when children or adults are either eating or drinking; when children are napping; when a person cannot wear a mask, or cannot safely wear a mask due to a disability as defined by the Americans with Disabilities Act; or when a child's health care provider advises the use of an alternative face covering to accommodate the child's special health care needs.

All mask regulations were put into effect as of Nov. 30, 2021.

All staff who work with Early Head Start and Head Start children and families in any capacity, contractors whose activities involve contact with or providing direct services to children and families, and volunteers in classrooms or working directly with children must be fully vaccinated from COVID-19 by Jan. 31, 2022.

Vaccine requirement exemptions will be granted for those with a medical condition as documented by a medical provider, and individuals who have a sincerely held religious belief. Those who are granted an exemption from the vaccine requirement must undergo weekly testing.



In order to meet the Jan. 31, 2022 deadline, individuals required to be vaccinated must get their first dose of the Moderna vaccine by Jan. 3, 2022, or the first dose of the Pfizer-BioNTech vaccine by Jan. 10, 2022. The second-dose deadline is Jan. 31, 2022 for both Moderna and Pfizer-BioNTech, and Jan. 31, 2022 for the first and only dose of the Johnson & Johnson vaccine.

Although full vaccination requires 14 days after a two-dose or a single-dose series, for purposes of this regulation, staff, certain contractors and volunteers will meet the requirement even if they have not yet completed the 14-day waiting period required for full vaccination.

Staff and all other individuals must comply with the vaccine requirement regardless of whether or not services are delivered in-person or virtually.

SHORE UP! is currently developing a mask and vaccine policy for Head Start programs that will address the processes for staff to seek a religious or medical exemption, as well as the processes and procedures for these individuals to undergo weekly testing.

The policy and any other additional information will be provided to you as soon as possible as we continue to protect the health and safety of our staff, volunteers, contractors and children.

For any additional questions regarding these requirements, please contact Human Resources.

Sincerely,

Freddy L. Mitchell
Executive Director

Self-Help On Rural Economics and Urban Problems

20 Snow Hill Road, Salisbury, MD 21804-6031 Phone 410-749-1142
TDD (For the Deaf) 410-860-8800 www.shoreup.org Fax 410-742-9191