

**VIA Email -**

Good morning Chris and Carolyn,

I am writing to ask that West Vancouver Schools make vaccination mandatory for all staff and faculty. While it is believed the vast majority already are, it is imperative to the protection of the health of vulnerable students and families that you take this step. With the District recently making this move, Schools would be out of step with our community not to follow suit.

I would like to know that you have taken every step possible to prevent those in your care from getting COVID. I have trouble understanding the anti-mandate argument of personal choice around a vaccine when choosing not to puts others at risk of illness or worse.

Thank you for your time and I hope to receive a notice this requirement will be put in place.

Kind regards,

Karen McCluskey

**VIA Email -**

Good Morning Karen,

Thanks for taking the time to reach out to us on this issue. It is a topic that our Board, and Boards across the province are carefully considering. You may have seen a message this past Friday from our Board regarding the issue that was shared with staff, posted on our website and shared via social media - [HERE](#) is the link.

We will be continuing to work through this issue and we have asked Superintendent Kennedy and his team to come back to the Board with more information regarding a potential vaccine policy.

Sincerely,

Carolyn Broady

Chair, West Vancouver Board of Education

**VIA Email -**

Good morning Carolyn,

I was surprised to read the article in the North Shore News this week explaining that SD45 schools can not be associated with any event requiring a vaccine passport.

It seems unreasonable to me that an extracurricular activity that is entirely voluntary and not required for graduation should be limited based on the possibility that a few students may be unvaccinated. I could understand if it was being held on school property or was a graduation requirement, but this feels as if vaccinated students are being unnecessarily held back.

Sean Nosek was quoted as saying “We don’t want barriers.” Current VCH guidelines are dictating that if an unvaccinated person is considered a close contact of a positive case they will be asked to self isolate, but this does not apply to a vaccinated person. If the school district is taking an “all or nothing” approach, can I assume that if there is an exposure in a school and a couple of unvaccinated students are sent home to self isolate, you will then be requiring the entire class to move to online learning? After all, would it not be a “barrier” to an unvaccinated student to be learning from home while their classmates get the benefit of in person learning?

I would like to know what the decision making process was in this case. Have other school districts implemented the same policy? Did a directive come from Vancouver Coastal Health or the Provincial Health Office? Or perhaps it was in response to the small but very loud group of anti-mask and anti-vaccine parents in the district?

I am hoping that you and your fellow trustees will reconsider this rule given the effect it will have on thousands of students this year. Dr. Henry has repeatedly encouraged the citizens of BC, including our children, to get vaccinated so that life can get back to “normal”. It is unfair to our teenagers who have stepped up and done their civic duty to tell them that they can not enjoy the benefits of doing so because of the very small percentage who have chosen not to.

Thank you for your attention to this matter.

Regards,

Coralynn Gehl

**VIA Email -**

Dear Coralynn,

Thank you for your email and your concern for the students in our school district. Our focus continues to be on providing the finest education experience in the country, which includes providing curricular and extra-curricular opportunities for our students. As you no doubt are aware, this fall we have seen the return of sports and clubs and activities that were not possible the last couple of years. The elementary

cross-country meets had the highest participation rates ever and a number of our high school sports teams have qualified for provincial berths.

I am pleased to clarify that the issue around a vaccine passport requirement for students, as referenced in the November 3rd edition of the North Shore News, was resolved earlier this week.

The Ministry of Education made it clear that BC Vaccine Passports are not to be required for educational activities, including extracurricular events and school-led activities taking place before, during, and after-school. Districts across BC recognized that this impacted the ability to provide enhanced opportunities/programming, and extra-curricular activities and have been working with the Ministry since school returned to find a solution which would ensure school groups could participate in these typical activities.

An amendment to Public Health Order on Gatherings and Events, October 25, has also clarified that the PHO proof of vaccination requirement does not apply to “a person 12-21 years of age who is participating in a program for children or youth.” Our understanding was events like the Vancouver Model UN would therefore adjust their rules to no longer require a vaccine passport. As the event is still months away, we opted to delay registration until the organizers could clarify and confirm that they would be following the language pertaining to youth programs.

Although the BC Vaccine Passport is not required for educational activities “in any locations”, as per the Provincial Public Health Order, we recognize that certain venues, at least for now, may still require that all people 12 years old and over show proof of vaccination. We are asking staff to be vigilant in their field trip planning, and to be sure they are as inclusive as possible. Where venues are choosing to require a vaccine passport for students, we are asking staff to remind them of the exemption from this requirement. Should the venue be unwilling or unable to offer the exemption, and the activity is educationally compelling, we will offer to students the opportunity to attend with the understanding that the venue, not the school, will require a proof of vaccination. We will also ensure any students not able to participate are given viable educational alternatives.

I hope this helps to clarify our position and demonstrates our commitment to ensuring our students have access to as many opportunities as possible while working within our statutory obligations.

Sincerely,

Carolyn Broady

Chair, West Vancouver Board of Education

**VIA Email -**

Hi Carolyn

As a concerned parent of children who attend West Vancouver schools I just wanted to make my opinion known. I am strongly opposed to vaccine mandates for teachers and or students. I believe in body autonomy and informed consent. There are no long term studies on the corona virus vaccine and previous corona virus infection, which produces lasting immunity, is not being recognized. According to VAERS data there have been over 17, 000 deaths and over 86 000 hospitalizations from the corona virus vaccine. I believe that it should be up to each individual to decide their own medical care. I hope you will look to other school districts that have already opposed mandates when you make your decision.

Thank-you

Maren Malcolm

**VIA Email -**

Dear Maren,

Thank you for your recent email. Our Board and District Leadership team are reviewing the K-12 Sector Guidelines for Vaccination Policies and are compiling relevant information to help inform any decision we make regarding a potential vaccine policy for staff.

Your thoughts and opinion and those of our others in our school community are appreciated.

We intend to meet later in November to consider our next steps.

Sincerely,

Carolyn Broady

Chair, West Vancouver Board of Education

**VIA Email -**

Dear Carolyn Brody and SD45 Trustees (cc Amanda Barr; Chris Kennedy)

In preparation for your upcoming Board meeting on Nov 16th to discuss the important and time sensitive topic of whether to mandate teachers/staff to be Covid-19 vaccinated as a condition of terms for their ongoing employment, I would like to submit my letter to be considered as a concerned Health Care Professional and more importantly, a concerned parent. I am one of large group of parents and business owners who have observed the loss of dignity towards our fellow humankind and the erosion of free choice when it comes to this controversial topic to mandate the Covid-10 vaccination (herein named Vax). For the record, I would write on behalf of any collective group to maintain the right to stand for their freedom of choice.

New Westminster and Surrey Board wisely voted against the mandate in favour of keeping the valued teachers all working without coercion. Had they not made that decision, by their own admission, the loss to the system would have been huge and ultimately a great loss for the children. At 85-90 % Vax rate, amongst the teachers and the public in general, that is a pretty remarkable and impressive rate. Thus if the Vax is working as it is being told it is, then the population can rest assured that they are covered. Alternatively, any mandate on the final 10-15% could/would be seen as force/coercion and would leave the Board to be held liable for their actions on several fronts. For the 10-15 % left, do you not think it would be so much easier for the unvaccinated to just do it? And even though they have had a sufficient amount of time to think about this very important and personal decision, they have voluntarily (and against the status quo) chosen NO. Would you want them to do it against their free will, conscience, possible religious/medical reasons or more affirming because they may have witnessed or themselves experienced a scary adverse reaction? My guess is they do not want to be Vaccinated BECAUSE they are informed and therefore do NOT voluntarily consent to these injections.

I can appreciate the pressure from fearful cohorts to mandate since there has not been a day that has gone by in the last 18-20 months without the messaging that one can die a frightening and horrible death from Covid-19. However, fear aside, the data is there for all to see who will open their eyes, ears and minds as to what is actually happening. What is very real on the other hand, is there are risks to the Vax (some very serious irreversible adverse reactions and even death). When the average reported Covid-10 death age sadly is 80+ years old and again unfortunately who also have had on average of 2.4 comorbidities (other serious health issues making them perhaps more vulnerable to a virus whether it be alpha, delta or any other upcoming virus or virus' long since passed), does it make sense to force otherwise healthy teachers/staff in this case to be Vaccinated? Are you aware that the vaccinated can also infect the vaccinated? It is happening every day. On Global News yesterday, between Oct 2-28 the Deaths by Vaccination Status was as follows: 49% Unvaccinated, a startling 46% Fully Vaccinated and 6% had one dose (thus more Vaccinated than Unvaccinated died...) See photos of screenshot attached.

In summary: despite all the backlash, confusion and hatred, no one should lose their ability to earn a living (especially one of such importance as a valued and selfless teacher) because they refuse the jab.

This is the time for the Board to own the legacy you leave for the children and valued Teachers. Lastly, I have included a link below (which I would encourage EVERYONE to read if they want to be informed and perhaps gain insight to the huge pressure those who speak truth are under) to view the Open Letter to the College of Physicians & Surgeons of Alberta (CPSA) Council from Dr. Eric T. Payne, MD, MPH, FRCP(C) Pediatric Neurocritical Care & Epilepsy. This brave Doctor and many others who are standing up to the censorship and medical tyranny.

[Sep-15-FINAL-PAYNE-CPSA-letter.pdf \(calgaryherald.com\)](#)

Respectfully and in health,

Anita Hildebrandt

**VIA Email -**

Dear Anita,

Thank you for your recent email. Our Board and District Leadership team are reviewing the K-12 Sector Guidelines for Vaccination Policies and are compiling relevant information to help inform any decision we make regarding a potential vaccine policy for staff.

Your thoughts and opinion and those of our others in our school community are appreciated.

We intend to meet later in November to consider our next steps.

Many thanks

Carolyn Broady

Chair, West Vancouver Board of Education

**VIA Email -**

Hi,

Further to below email, my vote is to NOT require school district teachers and staff to be vaccinated.

Other larger school districts with more covid issues such as Surrey and Abbotsford have not required vaccination for teachers and staff.

Vaccinated individuals may still be carriers and transmitters, in fact, they would more likely be silent/symptomless carriers and transmitters.

We want our children to have access to their teachers and staff and would not want them to be forced to leave their jobs. Allow our teachers and staff to make their own personal health choices.

Thanks,

Alexandra

**VIA Email -**

Dear Alex,

Thank you for your email of November 8, 2021. Our Board and District Leadership team are reviewing the K-12 Sector Guidelines for Vaccination Policies and are compiling relevant information to help inform any decision we make regarding a potential vaccine policy for staff.

Your thoughts and opinion and those of our others in our school community are appreciated and will be taken into consideration when we meet later in November to consider our next steps.

Many thanks

Carolyn Broady

Chair, West Vancouver Board of Education

## VIA Email -

DPAC & Board Chair Brody:

Two years after the start of a global pandemic, SD45 still continues to have “lengthy and detailed discussion” on policies and rules related to the unvaccinated population in our community and whether SD45 employees should be mandated to vaccinate.

My feedback to DPAC and School Board is this:

1. Yes, SD45 employees should be mandated to be vaccinated. What makes your employees any different or special compared to medical staff or airplane staff?
2. Proof of vaccination should be required when entering into school buildings like they are required in the Surrey School District, and entrance into a restaurant or movie theatre.
3. If an employee chooses not to vaccinate, best efforts should be made to accommodate them; however, if they are unable to perform their duties, another position be offered to them which would allow remote employment or termination if unable to fulfill their responsibilities.
4. If SD45 chooses not to have mandated vaccination of their employees, parents should be able to ask SD45 employees if they are vaccinated. These employees should be allowed to answer these questions rather than being directed to talk with the school Principal with a default answer “I cannot answer private and confidential medical history of my staff”. (We have been told that this is a party line dictated by SD45, not by Ministry of Education or labour union).
  - a. If a teacher chooses not to answer this question, the assumption is that they are not vaccinated. Students/parents should then be given the choice to have a vaccinated teacher and all best efforts by SD45 employees to accommodate this should be made.
5. Remove the threat and intimidation to all SD45 employees to speak freely of how they view a safe workplace.
  - b. It is to my understanding that SD45 employees have been beaten into submission to not speak freely on whether they believe their colleagues should be vaccinated for fear of being terminated or missing promotion. With the current rules, you are in effect hiding non-vaccinated employees that Dr. Henry is concerned about.
  - c. As parents, we put trust into our teachers and Principals to teach our children to have a voice and opinion, and to speak up when they see things that do not make sense. It has been implied that the freedom of speech has been taken away by the SD45 School Board. If this is not the case, please clarify your position. If this is the case please clarify how the School Board will deal with liabilities: if SD45 makes teachers fearful of speaking up about safety in the workplace, then SD45 opens itself up to legal liabilities.

We have been lucky that no major outbreaks have occurred in West Vancouver as we have a highly educated population who started taking measures before the province did. It is incomprehensible that



an elected school board continues to delay taking appropriate measures in decisions related to the safety of our children. It is now safer to go to a restaurant than to a school in SD45.

Michele Tung

Parent & Former PAC Chair

**VIA Email -**

Dear Michelle,

Thank you for your recent email. Our Board and District Leadership team are reviewing the K-12 Sector Guidelines for Vaccination Policies and are compiling relevant information to help inform any decision we make regarding a potential vaccine policy for staff.

While we strongly encourage all our staff to be vaccinated, we also respect that their personal health information is their own and do not presently require them to share these details.

Your thoughts and opinions and those of our others in our school community are appreciated and will be considered when we meet later in November to consider our next steps.

Sincerely,

Carolyn Broady

Chair, West Vancouver Board of Education

**VIA Email -**

Mrs Broady,

Your explanation doesn't make sense. My personal health information is also my own, but I still have to show it when I enter a restaurant and many other businesses. Do you go to restaurants arguing they can't ask for your health information because that information is "your own"?

Restaurants and many other businesses demand proof of vaccination to protect their employees/customers, but also because they have been advised that they could get sued by employees/customers if they don't take this epidemic seriously and if their lack of precaution causes harm to employees/customers as a result. As an employer of a sizeable workforce in BC I am concerned about my moral and legal liabilities, and I just don't see why you are not concerned. I advise you that it is time to take this matter seriously as I hear a lot of anger in the WV parents community. After all your actions, or lack thereof, could have a devastating impact on the lives of many WV families. It is a huge responsibility for you to carry as you will be held ultimately responsible should your defense of teacher privacy rights end up harming innocent families. In the view of most people no amount of teacher privacy rights could ever justify infecting any of our families' senior citizens. This also goes directly against the schools' professed ideals of kindness and empathy.

The many parents that we know don't understand why you are protecting the anti-vaxxers, don't understand why you are unnecessarily putting WV families at risk, and don't understand why teachers should be more privileged than parents when it comes to privacy. I would like to hear a logical explanation for all these strange decisions that have been taken.

Frank Christiaens

**VIA Email -**

Dear Mr. Christiaens,

Thank you for your email. We are following the K-12 guidelines as set out by the Ministry of Education, Ministry of Health and the BCCDC. Some more information on those guidelines can be found [HERE](#) and [HERE](#)

The Board has asked the District Leadership Team to gather information and we are meeting later this month to discuss a potential vaccine policy for staff and whether we will be entering into the process outlined by the Ministry of Education [HERE](#).

As you outlined in your email of November 9<sup>th</sup>, 2021 you have sought legal advice about possible vaccine policies in your workplace. We are currently doing the same, working alongside of BCPSEA (BC Public School Employers' Association). The board will review this information along with advice from Vancouver Coastal Health and staff and community feedback to help inform our decision.

Your email below as well as your correspondence from November 9<sup>th</sup> will be shared with the Board as part of our review process.

Sincerely,

Carolyn Broady

Chair, West Vancouver Board of Education

**VIA Email -**

Hi Carolyn,

As part of the consultation process for the vaccine policy for WVS employees, I'd like to provide my input, as a parent.

As much as I value freedom of choice for each individual, in matters that one's decision can affect the life of others, it is important to ensure there are measures in place that protect our students, as well as other staff with health conditions. Taking that into consideration, I feel the policy implemented by my employer (City of Vancouver) offers a good balance in this matter.

Based on that, I would like to see a vaccine mandate for WVS employees, with clear guidelines that allow for exemptions when truly needed. It would also make a lot of sense to think ahead and define policies for the students as well, as there is the expectation that the vaccines will be approved shortly for ages 5 to 11.

Thanks,

Carlos

**VIA Email -**

Dear Carlos,

Thank you for your recent email. Our Board and District Leadership team are reviewing the K-12 Sector Guidelines for Vaccination Policies and are compiling relevant information to help inform any decision we make regarding a potential vaccine policy for staff.

Your thoughts and opinion and those of our others in our school community are appreciated and I will ensure I share them with the board.

We intend to meet later in November to consider our next steps.

Many thanks,

Carolyn

**VIA Email -**

From: Helen Niki

Resident of West Vancouver

Grandma of two kids

Date: November 10, 2021

Dear Carolyn Broady,

Please ban vaccination for the kids. It is very dangerous. Recently two kids in UK died after taken the jab.

There are currently ZERO deaths from COVID-19 for ages 2-19 in BC.

*Young people under 25 are getting heart inflammation(thrombosis) - 106 cases reported only in Ontario.*

I support of NOT mandating our teachers and staff to be vaccinated to work in our district. *At West Vancouver Senior's Centre around hundred vaccinated people got sick with COVID. Now, they have no one to work.*

Do you want the same to happen in your school district.

Vaccines brought injuries and death: in Canada - 3,768 reported death;

in Europe: injury: 1.9 Million, deaths: 20,595.

I support NO masks for the kids:

*cloth coverings are only harming, especially for kids as they need more oxygen;*

Cloth coverings reduce oxygen, increase bacterial growth.

Masks do not stop droplets.

Sincerely,

Helen Niki.

**VIA Email -**

Dear Ms. Niki,

Thank you for your recent email.

Our Board and District Leadership team are reviewing the K-12 Sector Guidelines for Vaccination Policies and are compiling relevant information to help inform any decision we make regarding a potential vaccine policy for staff.

Your thoughts and opinion and those of our others in our school community are appreciated.

We intend to meet later in November to consider our next steps.

Many thanks

Carolyn Broady

Chair, West Vancouver Board of Education

## VIA Email -

Hi Caroline

I sent the email below to the DPAC Executive on Tuesday, and Kelly has acknowledged receipt, but I just noticed that we were invited to send our feedback to the board via yourself as well. Kelly asked which school my children attended, so I will confirm for you in advance of a similar question that they both attend .

Thank you for your work in assessing these issues and making recommendations to the trustees. I hope that my message may be of some help.

Mark

Hello DPAC Executive

I am a parent of two children attending a WVSD school. I would like to express my desire that WVSD draft, resolve and enforce a policy whereby any person entering a WVSD school must have proof of double vaccination for Covid-19 if the vaccine is available to that person (i.e. anyone over 12 years of age at present).

Basis

The simple fact is that our public schools are seemingly the last indoor venues of compelled close contact between strangers to be subject to a vaccine mandate. It becomes an ever-starker omission with each passing day of new mandates being announced. To support this I would highlight the following developments:

- Private businesses are encouraged to impose vaccine mandates for the health and safety of their employees and customers;
- Public services at both Federal and Provincial levels (aside from public schools) are all subject to current or incoming vaccine mandates;
- The PHO has mandated that all volunteer sporting officials be double vaccinated to work with children;
- All passengers on planes and trains must be double vaccinated to board;
- All restaurant and indoor recreational activity patrons must be double vaccinated to enter; and
- The two private schools in West Vancouver have vaccine mandates for anyone entering their respective premises.

In contrast to this rising tide of vaccine mandates for situations where people are forced to be in potentially close contact with other people outside of the immediate family bubble, our public schools

are a glaring outlier. I have tried to find or conceive of a rational policy reason for this based on science or medicine, and there really isn't one. I am aware that children are less likely to suffer the more extreme symptoms of Covid-19 than other categories of people, but the data does not support that they are immune from infection, infecting others or suffering more extreme symptoms. A factor which exacerbates the omission in vaccine mandate policy is that children under 12 are not even yet afforded a chance to be vaccinated, so they are in a more vulnerable state. Aside from the students, the staff are left vulnerable to being in contact with unvaccinated people, and the numbers clearly support the notion that unvaccinated people are at higher risk of infecting everyone (including vaccinated people) due to the much higher rates of infection and the higher viral loads they transmit. For the safety of students and staff, there is only one logical conclusion, a conclusion that has been drawn and acted upon in seemingly every other aspect of our lives as set out above.

### Counter Arguments

The two arguments against a vaccine mandate in schools are based on resistance to change and a fear of increased scarcity of human resources. Regarding the first item, my firm employs 157 people and we imposed a vaccine mandate to enter the office according to employment law rules and our desire to make a safe environment for the employees who put their trust in us to protect them each day. There were 8 people who claimed medical exemptions, but when proof of the medical reason was requested, all but one found that their medical reasons were actually self-diagnosed and had no basis in fact, and their doctors encouraged them to get vaccinated to bolster their perceived underlying medical conditions. The one person who did not fall in this category refused to seek medical advice and simply moved on to another job. We had 4 people who ultimately refused vaccination for various reasons and they were accommodated reasonably as per legal requirements. Personal reasons against vaccination can never be allowed to trump the public's right to be free from risk of contagion from those personal choices. Those who choose not to be vaccinated will not be forced to be vaccinated so as to preserve their right to choose, but they should not be permitted indoors where their choice presents risk to others.

The second argument would be that WVSD has faced increased difficulty in attracting the best staff due to financial pressures from the high cost of living locally, and the resulting cross-bridge commute that becomes a dissuading factor to potential staff candidates. A vaccine mandate on staff would likely cause further shortages. The first response to this admittedly realistic argument is to simply highlight the priority of values that we are seeking to uphold. The mantra "safety is our first priority" is echoed by organizations far and wide, but the reality is often quite different when the respective actions and policies of these same organizations are analyzed. That said, if safety is not the first priority for our kids and the staff who are in close proximity to them, then there is likely more wrong with our system than any vaccination mandate could address. I just do not think that there is any comparison between a safety consideration and a financial/human resource consideration. I would also mention an unexpected result arising from my firm's vaccination mandate: we became an attractive place to employees who worked at shops without such a mandate and it has been a welcome factor in helping us

hire in a very strained labour market. WVSD may find that staff may gravitate to it because it has a vaccine mandate.



## Proposed Expansion of Policy

I realize that the guidelines only contemplate the policy considerations for employed staff, while my proposal extends the reach of a vaccine mandate to all persons who are capable of being vaccinated. The reason for this intentional broader net being cast is because we are all aware that schools rely upon volunteers to assist with various educational, enrichment and sporting activities. It would seem to be a false distinction to impose a vaccine mandate on staff but not on the volunteers, as the health and contagion risks do not change because one group is paid to be there and the other group is not paid to be there. There is simply no logic to limiting any vaccine mandate to paid employees when the risk and contact levels are identical for the volunteer group.

Please do not hesitate to contact me about any of the foregoing. Thank you for receiving and sorting through what I presume to be numerous submissions on this item.

Mark Baron

## **VIA Email -**

Good morning Mark,

Thank you for your recent email and for sharing your perspective. Our Board and District Leadership team are reviewing the K-12 Sector Guidelines for Vaccination Policies and are compiling relevant information to help inform any decision we make regarding a potential vaccine policy for staff.

Your thoughts and opinion and those of our others in our school community are appreciated.

We intend to meet later in November to consider our next steps.

Many thanks

Carolyn Broady

Chair, West Vancouver Board of Education