

10/08/2021

Dear Parents/Families,

We at Talbot Park are so grateful you trust us to care for your most precious children. In the interest of complete transparency and full disclosure, the Board of Directors has decided to share our current employee vaccination policies. At this time, only 88% of our staff is fully vaccinated. The staff recently had a mandatory staff meeting to review the current presidential and state vaccine mandates and had the opportunity to speak with a Physician on our Board of Directors to alleviate any concerns regarding the vaccine. The meeting also reviewed the approved incentives for vaccinated employees, such as paid leave, and \$100 bonus for proof of vaccine.

We strive daily to protect your children and we do not make these decisions lightly. Due to the hiring crisis, the Board has agreed to waive a vaccination mandate at this time. To better protect your children, the Board is implementing a more stringent masking policy for both vaccinated and unvaccinated employees, as well as families and children over 5. To encourage complete compliance throughout the building, we will ask for your help. To ensure our new **100% masking policy in the building**, should you observe an employee wearing their mask improperly, please immediately email Anna or Holly to inform them. The employee in question will be written up in their file and Anna and/or Holly will address this with the employee as soon as possible. We are trying to keep this reporting as confidential as possible, there will be no need for you to address or discuss with the employee at the time of the incident. In the email addressed to Anna/Holly, please add the employee's name (if known), a brief description of their improper mask use, and the classroom you observed them in. To ensure **100% compliance with the masking policy in the building**, the staff will be asked to report parents or children over the age of 5 wearing their mask improperly. Anna and/or Holly will address this with families who do not comply. There will be significant ramifications for chronic mask misuse among employees and even families. Employees/adults will be allowed to pull down or remove their masks when outside, as long as they remain at least 6 feet away from other adults present. If an adult/parent/child approaches, they are asked to replace their masks.

We understand and sympathize that this is a difficult decision to place your child in the care of others during this uncertain time. Please know that we are attempting to protect your child to the best of our ability. We welcome you to ask questions or discuss further with Anna, Holly, or any of our Board Members.

And as we move into cold/flu season, it is important to remember that if your child is sick, even without COVID symptoms, you are asked to keep them home. As a reminder of the current sick policies, they are attached to this letter.

We thank you for trusting us with your child. Sincerely,

The Board of Directors and

Anna Selvy

Anna Selvy
ASelvy@talbotparkpreschool.org

Holly Costas

Holly Costas
HCostas@talbotparkpreschool.org