

**School District of River Falls
Personnel Committee meeting**

Monday, January 11, 2021 - 5:30 PM

River Falls High School Media Center, 818 Cemetery Road, River Falls, WI 54022

Agendas can be viewed at <https://www.rfsd.k12.wi.us/district/school-board.cfm> or at
<https://meetings.boardbook.org/Public/Organization/1447>

1. **CALL TO ORDER - 5:30 p.m. in the River Falls High School Media Center**

2. **MANNER OF PUBLIC NOTIFICATION OF MEETING**

3. **HEARING OF VISITORS OR DELEGATIONS**

4. **Discuss COVID-19 legal and policy issues related to the COVID-10 vaccine** **2**

Description: The administrative team will provide a brief overview of legal and policy issues related to employees and the COVID-19 vaccine.

Recommended Action: None, informational only.

5. **Discuss the 2021-22 school calendar** **4**

Description: The calendar committee and administrative team will seek Personnel Committee feedback prior to making formal recommendations for the 2021-22 and 2022-23 school calendars.

Recommended Action: None, Informational only.

6. **Proposed/suggested items for the next regular and future Board meeting agenda(s)**

Description: As always, Board members will be given the opportunity to suggest items for future Board member agendas.

Recommended Action: As needed.

7. **Schedule next Board/Committee meetings**

Description: Upcoming committee meeting dates, times, and locations will be reviewed.

Recommended Action: Set meeting schedule as follows:

Personnel Committee meeting, Monday, February 8, 2021, 6:30 p.m.

Meeting will be held at River Falls High School, 818 Cemetery Road

8. **Request for anticipated executive session pursuant to Wisconsin § 19.85(1)(c)(roll call vote required) for the purpose of approving continuing letters to administrators**

9. **CONVENE TO EXECUTIVE SESSION**



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JANUARY, 2021

EMPLOYEE VACCINATION UPDATE

OVERVIEW

The purpose of this memo is to summarize the legal, legislative, and policy issues related to the roll-out of the COVID-19 vaccine. Specifically, this memo will address the expected timeline for distribution of the vaccine for employees who are interested in receiving the vaccine, legal and legislative considerations regarding mandating employees to receive the vaccine, and potential policy/handbook recommendations.

VACCINE ROLLOUT TIMELINE

It is expected that vaccines will not become widely available to community members until summer 2021 or later. Distribution groups and timelines of phases shown are tentative. This information is subject to change due to future vaccine distribution guidance recommendations, FDA approval of vaccines, and vaccine allocation/availability ([SOURCE](#)).

Pierce County Public Health has shared the [Roll-Out of the COVID-19 Vaccine](#) this week. The school nurse has been in contact with PCPH regarding employees who qualify for the vaccine because they are healthcare personnel (Phase 1a). These employees include, the school nurse, health aides, Occupational Therapists, Physical Therapists, and Speech Pathologists. There no confirmed date, Educators are not clearly identified in this document. However, based on [CDC guidance](#), educators appear to be in Phase 1b (Frontline Essential Workers).

LEGAL AND LEGISLATIVE CONSIDERATIONS

Can River Falls School District require that employees get vaccinated? Even if we could, would we want to? Presently, there is no specific law or guidance that definitively answers these questions.

The Wisconsin Legislature is currently considering a provision in the COVID-Relief bill that would prohibit employers from requiring employees to receive COVID-19 vaccinations and prohibiting the governor from issuing an order mandating vaccines for anyone.

Wisconsin Health Services Secretary Andrea Palm stated in December, that the administration currently has no plans to mandate that employers require vaccinations for anyone in the state, including healthcare workers.

Even if legislature allowed employers to require vaccination, individuals have protections under the Americans with Disabilities Act (ADA) and Wisconsin Fair Employment Act (WFEA). Employers would have to provide reasonable accommodations for employees objecting to vaccination. Some have argued that that COVID-19 is a direct threat to the safety of the employee and others, and therefore, allowing employees to not be vaccinated is not a reasonable accommodation. However, this has not been litigated.

([SOURCE](#))

DISTRICT POLICY/HANDBOOK UPDATES

At this time, it we are not recommending requiring employees to be vaccinated. We will encourage vaccination and advocate strongly for teachers and school-based support staff to have prioritized access. However, we will not be tracking

which employees are vaccinated or requiring proof of vaccination as a condition of employment. The current vaccines are approved for use for individuals who are 16 or older (Pfizer) and 18 or older (Moderna), therefore, any requirement for students to be vaccinated is not recommended because the vast majority of our students are not eligible for a vaccine. We will continue to monitor the legal and legislative developments. If warranted, we will recommend policy and handbook updates.

School District of River Falls
2021-22 SCHOOL CALENDAR

August 2021

M	T	W	TH	F
2	3	4	5	6
9	10	11	12	13
16	17	18	19	20
23	24	25◆	26◆	27
30◆	31◆			

*23-24 – New Teacher Orientation
25-26, 30-31 – Teacher In-service*

September 2021 **21**

M	T	W	TH	F
		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	

*1 – First Student Day
6 – No School (Labor Day)*

October 2021 **20**

M	T	W	TH	F
				1
4	5	6	7	8
11◆	12	13	14	15
18	19	20	21	22
25	26	27	28	29 Q

11 – No School (Teacher In-service)

November 2021 **18**

M	T	W	TH	F
1◆	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23 T	24	25	26
29	30			

*1 – No School (Teacher In-service)
24-26 – No School (Thanksgiving Break)*

December 2021 **16**

M	T	W	TH	F
		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	31

23-31 – No School (Winter Break)

January 2022 **20**

M	T	W	TH	F
3	4	5	6	7
10	11	12	13	14 Q
17◆	18	19	20	21
24	25	26	27	28
31				

17 – No School (Teacher In-service)

February 2022 **18**

M	T	W	TH	F
	1	2	3	4
7	8	9	10	11*
14◆*	15	16	17	18
21	22	23	24	25
28				

*11 – No School (Vacation)
14 – No School (Teacher In-service)*

March 2022 **18**

M	T	W	TH	F
	1	2 T	3	4
7	8	9	10	11
14	15	16	17	18
21	22	23	24	25
28	29	30	31 Q	

21-25 – No School (Spring Break)

April 2022 **20**

M	T	W	TH	F
				1◆*
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29

1 – No School (Teacher In-service)

May 2022 **21**

M	T	W	TH	F
2	3	4	5	6
9	10	11	12	13
16	17	18	19	20
23	24	25	26	27
30	31			

30 – No School (Memorial Day)

June 2022 **3**

M	T	W	TH	F
		1	2	3
6◆*	7◆*	8*	9*	10*
13	14	15	16	17
20	21	22	23	24
27	28	29	30	

*3 – Last Day of School
6-7 – Teacher In-service*

Quarters (Secondary):

- 1: 9/1/21-10/29/21 (41 days)
- 2: 11/1/21-1/14/22 (44 days)
- 3: 1/18/22-3/31/22 (46 days)
- 4: 4/4/22-6/3/22 (44 days)

Trimesters (Elementary):

- 1: 9/1/21-11/23/21 (57 days)
- 2: 11/29/21-3/2/22 (58 days)
- 3: 3/3/22-6/3/22 (60 days)

First Student Day: September 1, 2021
 No School Days:
 Graduation Day: June 5, 2022
 Last Student Day: June 3, 2022
 Possible Make-Up Days: *

Student Days	175
Parent Teacher Conference Days	2
Work/In-service Days ◆	11
Total Days	188

School District of River Falls -- IMPORTANT DATES 2021-22

21-22 Dates	Day(s) of the Week	Event/Holiday
August 10	Tuesday	Renaissance Open House, (5:30-7:30 pm)
August 23-24	Monday-Tuesday	New Teacher Workshop
August 24	Tuesday	Board and New Teacher "Meet & Greet" (4:00 pm)
Aug. 25, 26, 30, 31	Weds, Thurs, Mon, Tues	Teacher Inservice
August 25	Wednesday	MMS Back-To-School Night (6-8 pm)
August 26	Thursday	HS Parent Night Open House (5-8 pm)
September 1	Wednesday	First Student Day of School for MMS, RFHS, and REN
September 1	Wednesday	Elementary Orientation Day (No Elementary Bus Routes)
September 2	Thursday	First Student Day of School for Elementary and RF4C
September 6	Monday	Labor Day (no school)
September 13	Monday	Renaissance Back to School Night (5:30-7:30 pm)
September 27	Monday	HS Parent-Teacher Conferences (4:30-7 pm)
September 27	Monday	Renaissance Parent-Teacher Conferences (4:30-7 pm)
October 11	Monday	Teacher Inservice (no school)
October 11	Monday	MMS Parent-Teacher Conferences (12:00 pm-7:30 pm)
October 29	Friday	End of Quarter One (Secondary Level)
November 1	Monday	Teacher Inservice (no school)
November 4	Thursday	Elementary Parent-Teacher Conferences (4-8 pm)
November 9	Tuesday	Elementary Parent-Teacher Conferences (4-8 pm)
November 11	Thursday	MMS Veteran's Day Program, 1:00 pm
November 23	Tuesday	End of Trimester One (Elementary Level)
November 24-26	Wednesday-Friday	Thanksgiving Break
December 6	Monday	HS Parent-Teacher Conferences (4:30-7 pm)
December 6	Monday	Renaissance Parent-Teacher Conferences (4:30-7 pm)
December 23-31	Thursday-Friday	Winter Break
January 14	Friday	End of Quarter Two (Secondary Level)
January 17	Monday	MLK Day, Teacher Inservice (no school)
January 17	Monday	MMS Parent-Teacher Conferences (2:00 pm-7:00 pm)
January 24	Monday	HS Course Registration / College Fair Night (5-8 pm)
February 8	Tuesday	Elementary Parent-Teacher Conferences (4-8 pm)
February 10	Thursday	Elementary Parent-Teacher Conferences (4-8 pm)
February 11	Friday	No School (Vacation)
February 14	Monday	Teacher Inservice (no school)
February 14	Monday	HS Parent-Teacher Conferences (4:30-7 pm)
February 14	Monday	Renaissance Parent-Teacher Conferences (4:30-7 pm)
March 2	Wednesday	End of Trimester Two (Elementary Level)
March 21-25	Monday-Friday	Spring Break (no school)
March 31	Thursday	End of Quarter Three (Secondary Level)
April 1	Friday	Teacher Inservice (no school)
May 2	Monday	HS Parent-Teacher Conferences (4:30-7 pm)
May 2	Monday	Renaissance Parent-Teacher Conferences (4:30-7 pm)
May 17	Tuesday	Renaissance Graduation Celebration (6-8 pm)
May 30	Monday	Memorial Day (no school)
June 3	Friday	Last Student Day of School
June 5	Sunday	High School Graduation (1-3 pm)
June 6	Monday	Teacher Inservice (no school)
June 7	Tuesday	Teacher Inservice (no school)