

South St. Paul
Public Schools



Special Board Meeting
Tuesday, August 17, 2021 4:30 PM
Location: District Office
104 - 5th Avenue South
South St Paul, Minnesota 55075

Agenda

I. ROLL CALL

II. APPROVAL OF MEETING AGENDA

III. BUSINESS ITEMS

A. Health and Safety Protocols

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South St. Paul Public Schools

2021-22 Health and Safety Protocols

The South St. Paul Public Schools (SSPPS) is committed to providing a safe, healthy and effective learning environment for each student and staff member. With guidance from the Minnesota Department of Health (MDH) and the Center for Disease Control (CDC), the following Health and Safety Protocols are in place at SSPPS to help mitigate the spread of COVID-19. By remaining vigilant in our efforts, it is our understanding that these protocols will help minimize the disruptions to our primary focus, the education of our students.

As the pandemic continues to evolve and guidance changes, SSPPS will reevaluate and update the following Health and Safety Protocols as needed.

FACE COVERINGS

- Face coverings are **required** for all people (ages 2 and above), inside all SSPPS buildings, including indoor athletic/activity events, beginning August 23, 2021. This includes students, staff, visitors, and contractors, regardless of vaccination status. [See Face Covering Policy #808 for specific details.](#) Face coverings are not required when outdoors.
- In accordance with federal guidelines, face coverings are also required on all public and district provided transportation (buses, van, taxi, private vehicle, etc.) at all times. This requirement includes to and from school, field trips, athletic events, etc.

SOCIAL DISTANCING

- Social distancing will occur when possible; however, it is not always feasible with schools at full capacity. Layering of prevention strategies, such as face coverings, plexiglass, etc. will all help in reducing the spread of COVID-19.

CLEANING & SANITIZING

- SSPPS will continue to thoroughly clean and disinfect our schools after each school day using products that are approved and effective against the COVID-19 virus. Hand sanitizer stations are available and SSPPS encourages healthy hygiene behaviors (hand sanitizer and frequent hand washing using soap).

MONITORING OUR HEALTH

- All staff and students should monitor each day for COVID symptoms and are encouraged to stay home if not well. COVID symptoms can include: fever, cough, shortness of breath, chills, headache, muscle pain, sore throat, fatigue, or loss of taste and smell.
- If a student member becomes ill during the school day, our health staff will continue to follow MDH guidance for best practices, including:
 - Separating ill students from healthy individuals;
 - Sending students home for a fever greater than 100.0, vomiting, or diarrhea. Students must remain home for 24-hours after the symptoms have subsided without medication;

COVID TESTING

- Testing is recommended for individuals if they suspect COVID-19 or had an exposure to someone who tested positive for COVID-19. Find a testing site near you by visiting the [state's website](#) or contact Nurse Shawnee skrueger@sspps.org, 651-248-1055.

POSITIVE CASES

- Anyone who has a positive COVID-19 test, contact Nurse Shawnee - skrueger@sspps.org or 651-248-1005.
- Public health officials will continue to guide our steps following a reported positive case. Families should refer to the [MDH's Recommended COVID-19 Decision Tree](#), the District's [Policy 809 - COVID-19 Related Quarantines](#) or contact Nurse Shawnee for specific quarantine guidelines.
- Families will be notified by email of each positive case in their child's classroom, along with the dates of the exposure while ensuring the privacy of the positive individual.

QUARANTINES

- Quarantines are meant to help prevent the spread of COVID-19 by those who are suspected to have contracted the virus, whether vaccinated or unvaccinated, and to be able to transmit it to others, particularly to those who are unvaccinated.
- Students and staff who test positive will be required to quarantine per MDH guidelines.
- Anyone who has a positive COVID-19 test shall not enter any District building or office, transportation, or activities, wherever located, until making a proper report to Nurse Shawnee at skrueger@sspps.org, 651-248-1005 and completing any necessary quarantine.
- Public health officials will continue to guide our steps following a reported positive case. Families should refer to the [MDH's Recommended COVID-19 Decision Tree](#), the District's Policy 809 - COVID-19 Related Quarantines or contact Nurse Shawnee for specific quarantine guidelines.

VACCINATIONS

- Along with the CDC and the MDH, SSPPS recommends and encourages all eligible individuals to get the COVID vaccine. The CDC has identified the vaccine and face coverings as effective preventative strategies to slow the spread of COVID.

FOOD AND NUTRITION SERVICES

- Breakfast will be served as a "grab and go" option in all buildings and eaten in classrooms or other designated areas.
- Lunch will be served in the cafeterias for grades K-12. Students will sit at tables with plexiglass dividers.
- Preschool snacks and lunches (where applicable) will be served in the classrooms.

FIELD TRIPS

- Field trips may occur throughout the school year. Face coverings are required on all transportation. Individual venues may have health guidance in place that is more restrictive than our requirements.

ATHLETICS AND ACTIVITIES

- Per District Policy #808, face coverings are required for all people (ages 2 and above), inside all SSPPS buildings, including indoor athletic/activity events, beginning August 23, 2021. This face covering requirement includes students, staff, and visitors regardless of vaccination status.
- SSPPS will follow MSHSL face covering guidelines for athletes (i.e. face coverings are recommended and encouraged when individuals are not in active participation or competition).

VISITORS

- During the school day, visitors/volunteers to South St Paul schools and buildings are restricted to essential personnel, such as those assisting with operational or academic support. Visitors will not be allowed to join students for lunch. All visitors to our schools and district buildings are required to wear a face covering.

STAFF ONLY Communication

SSPPS Staff,

Later this afternoon, I will be sharing the message below with our families. District leaders have spent weeks and months monitoring the COVID data and working closely with the Minnesota Department of Education (MDE) and the Department of Health (MDH) to put together the 2021-22 Health and Safety Protocols listed in the family email.

On Tuesday, August 17, the SSP School Board held a special meeting to review and approve [Policy 808 - COVID-19 Face Covering Policy](#) and Policy 809 - [COVID-19 Related Quarantines](#). These policies guided our work in developing the 2021-22 Health and Safety Protocols.

I want you to know that none of these decisions are ever taken lightly. As I shared with families, by remaining vigilant in our efforts, it is our understanding that these policies and protocols will help minimize the disruptions to our primary focus, the education of our students.

A few important things for staff to know:

- All staff should self-monitor for COVID-19 symptoms and communicate with their supervisor if unable to work.
- To minimize the risk of spreading COVID-19, staff members are encouraged to stay/go home if they are not feeling well. If you are unable to work, you must use any available time off.

- Staff who test positive for COVID-19, should report it to Nurse Shawnee at skrueger@sspps.org, 651-248-1005. All other COVID related questions should be directed to your supervisor.

General safety protocols for SSPPS staff:

- Encourage virtual meetings whenever possible. Staff meetings may still take place in person when needed, but be vigilant to spread out.
- During the school day, visitors/volunteers to SSPPS buildings are restricted to essential personnel, such as those assisting with operational or academic support. Visitors will not be allowed to join students for lunch. All visitors to our schools and district buildings are required to wear a face covering.
- Plexiglass will be put up in high traffic areas such as offices and lunchrooms.
- Drinking fountains are available for use and will be cleaned and sanitized throughout the day.
- Encourage all students to stay spread out as much as possible including during recess for elementary students.
- It is ok to share materials such as markers, pens, and other school supplies.
- It's good practice for teachers and staff to continue to maintain seating charts, working in pods or small groups when possible, and document activities.

There is a lot of information in the 2021-22 Health and Safety Protocols and face covering and quarantine policies. We know staff will continue to have questions. District, building and program leaders will work hard to keep staff informed and supported during these challenging times. Know that as the pandemic continues to evolve and guidance changes, SSPPS will reevaluate and update the following Health and Safety Protocols as needed.

Lastly, we are finalizing our 2021-22 Opening Days communication and schedules. Please watch your email for more information.

Dave



Adopted: August 17, 2021

808 COVID-19 FACE COVERING POLICY

I. GENERAL OF STATEMENT OF POLICY

Given the ongoing public health threat caused by the COVID-19 pandemic and in accordance with public health guidance and federal law, all persons are required to wear a face covering when they are in any building that is owned, leased, or operated by or on behalf of Special School District No. 6 (South St. Paul Schools), regardless of vaccination status, unless an exemption or exception stated in this policy applies. Similarly, all persons are required to wear a face covering when they are in any vehicle that is owned, leased, or operated by or on behalf of the District, regardless of vaccination status, unless an exemption or exception stated in this policy applies. This policy will remain in effect for the 2021-2022 school year unless repealed by the School Board sooner.

School settings will continue to have both vaccinated and unvaccinated people congregated indoors and, at the time of this policy's adoption, there is no vaccine approved for children under the age of 12. For this reason, face coverings are an important preventative measure, even for those who are vaccinated, to limit the spread of COVID-19 and associated disruptions to the educational environment.

Face coverings are meant to help protect people from the spread of COVID-19, particularly when a person does not know they are infected.

II. DEFINITIONS

- A. **Disability.** The term “disability” means a mental or physical impairment that substantially or materially limits a major life activity.
- B. **Face Covering.** The term “face covering,” means any paper or disposable mask, cloth facemask, medical-grade mask, medical grade respirator, scarf, bandanna, neck gaiter, or religious face covering that covers the nose and mouth completely in accordance with CDC guidance. Masks with valves, mesh, openings, holes, vents, or visible gaps in the material do not qualify as face coverings.
- C. **Face Shield.** The term “face shield” means a clear plastic barrier that covers the face, extends below the chin, and wraps around the sides of the face to the ears. A face shield may not have an exposed gap between the forehead and the shield's headpiece.
- D. **Medical Authority.** For purposes of this policy, the term “medical authority” means a medical doctor, clinical psychologist, physician assistant, or nurse practitioner who has seen or treated the student or employee in question.

- E. **Medical Condition.** For purposes of this policy, the term “medical condition” means a disease, illness, injury, or physiologic, mental, or psychological disorder. A biological or psychological state that is within the range of normal human variation is not a medical condition.
- F. **Parent.** For purpose of this policy, the term “parent” means the legal parent, legal guardian, or conservator of a child who is under the age of eighteen. A student who is eighteen years of age or older is considered to be a “parent” for purposes of this policy, unless a court has found that the student is incompetent and has appointed a conservator for the student.
- G. **Visitor.** For purposes of this policy, the term “visitor” means any person other than a student or employee of the District. The term visitor includes, but is not limited to, parents, community members, vendors, and contractors.

III. EXEMPTIONS

A. Circumstances When a Face Covering Should Not Be Used

- 1. Children under the age of two. A face covering should not be placed on a child under the age of two.
- 2. **Incapacitated persons.** A face covering should not be placed on any person who is unconscious, incapacitated, or otherwise unable to remove the face covering without assistance.

B. Persons Who Are Exempt from Wearing a Face Covering

- 1. **Medical condition, mental health condition, or disability.** A person is not required to wear a face covering if the person cannot wear a face covering or cannot wear a face covering safely due to a medical condition, mental health condition, or disability. This includes a person who has a medical condition that compromises the person’s ability to breath.

IV. WHEN FACE COVERINGS MAY BE TEMPORARILY REMOVED

A. Students and Staff: Child Care and Prekindergarten

- 1. **Temporary removal permitted when a face covering or a face shield is impracticable.** Nonexempt workers and children who are required to wear a face covering or shield may remove the covering or shield temporarily to engage in certain activities that make wearing a covering or shield impracticable. These activities include:
 - a) Eating or drinking;
 - b) Communicating with an individual who is deaf or hard of hearing;

- c) Communicating with an individual who has a disability, medical condition, or mental health condition that makes communication with that individual difficult while wearing a face covering;
- d) Participating in activities where the face covering would get wet;
- e) When engaging in indoor physical activity where the level of exertion makes wearing a face covering difficult or impracticable;
- f) When singing; or
- g) Receiving a service, such as a nursing or medical service, which would be difficult or impossible to perform with a face covering;

B. Students and Staff: Kindergarten through Grade 12 and all other District Sites

1. **Staff working alone.** Staff may temporarily remove face coverings when working alone (such that social distancing is maintained), including when alone in an office, classroom, school vehicle, cubicle with walls or barriers (including plexiglass) that are at least face level, or other enclosed work area.
2. **Temporary removal permitted when a face covering or a face shield is impracticable.** Any person who is in a school building or office may temporarily remove a face covering or face shield in the following situations, provided that social distancing of at least six feet (or more, if specified below) is maintained, to the extent possible:
 - a. When eating or drinking;
 - b. When playing musical instruments that make wearing a face covering difficult or impracticable, provided that six feet of social distancing is maintained, to the extent possible;
 - c. When asked to remove the covering for identification purposes, such as when a person enters a school building during the school day and a staff member asks the person to remove the face covering briefly for the purposes of verifying the person's identity;
 - d. When communicating with an individual who is deaf or hard of hearing or who has a disability, medical condition, or mental health condition that makes communication with a face covering difficult;
 - e. When participating in activities, such as swimming or showering, that would cause the face covering to become wet; and
 - f. When engaging in indoor physical activity where the level of exertion makes wearing a face covering difficult or impracticable.
 - g. For practices or performances involving singing, acting or public speaking

- h. When receiving a service – including nursing, medical, or personal care services – that cannot be performed or would be difficult to perform when the individual receiving the service is wearing a face covering.

V. WHEN FACE SHIELDS ARE PERMITTED AS AN ALTERNATIVE TO FACE COVERINGS

- A. **Students.** A nonexempt student may use a face shield as an alternative to a face-covering if:
 - 1. The student is unable to tolerate a face covering due to a developmental, behavioral, or medical condition; or
 - 2. A face covering would interfere with religious attire that is worn as part of a sincerely held religious belief.

- B. **Employees.** A nonexempt employee may use a face shield as an alternative to a face covering with approval from an administrator if:
 - 1. The employee is a teacher and a face covering would impede the educational process;
 - 2. The employee is a staff member who is providing direct student support services and a face covering would interfere with the services that are being provided;
 - 3. The employee has a disability or medical condition that prevents the employee from wearing a face covering;
 - 4. A face covering would interfere with religious attire that is worn as part of a sincerely held religious belief; or
 - 5. A face covering would create a job hazard for the employee or others, if approved by an administrator based on local, state, or federal laws, requirements, or workplace safety and health standards and guidelines

- C. **Visitors.** A visitor may use a face shield as an alternative to a face-covering if:
 - 1. The visitor states that they cannot wear a face covering due to a medical condition, mental health condition, or disability; or
 - 2. A face covering would interfere with religious attire that is worn by the visitor as part of a sincerely held religious belief.

VI. PROCEDURES FOR DETERMINING WHETHER AN EXEMPTION APPLIES OR WHETHER AN INDIVIDUAL MAY WEAR A FACE SHIELD INSTEAD OF A FACE COVERING

- A. **Students.** If a parent states that a student is exempt from wearing a face covering under this policy because the student cannot wear a face covering or cannot safely wear a face covering due to a medical condition, mental health condition, or disability, or if the parent states that a student is unable to tolerate a face covering because of a developmental, behavioral, or medical condition, the District will require the parent to submit documentation from a medical authority that the student has such a condition or disability and needs to be exempted from wearing a face covering. The documentation from the medical authority must also state whether the student can wear a face shield.
1. **Exception.** The District will not require a parent to submit documentation from a medical authority if the District already has reliable information showing that the student cannot wear a face covering or cannot safely wear a face covering due to a medical condition, mental health condition, or disability, or if the District already has reliable information showing that the student is unable to tolerate a face covering because of a developmental, behavioral, or medical condition.
 2. **Religious reasons.** The District will not require documentation if a parent or student over the age of fourteen states that a face covering would interfere with religious attire that is worn by the student as part of a sincerely held religious belief. The District may consider whether the student wore the same or similar religious attire before the COVID-19 pandemic began.
 3. **Determination.** In determining whether a student is exempt from wearing a face covering, the District will consider the parent's request, any documentation the District receives from a medical authority, and all reliable information in the student's educational records. The District may also consider and give weight to the knowledge of certified staff members who have taught or worked with the student.
 - a) If the District determines that the student is exempt from wearing a face covering or is unable to tolerate a face covering because of a developmental, behavioral, or medical condition, the District will determine whether the student can wear a face shield.
 - b) If the District determines that the student is unable to wear a face covering or a face shield because of a medical condition, mental health condition, or disability, the District will consider other options for reducing the potential spread of COVID-19. Such options may include, but are not limited to, using plexiglass barriers around the student's desk, maintaining more than six feet

of physical distance from the student, and providing PPE for staff members who work with the student.

- c) If the student has an IEP or Section 504 Plan, the IEP team or Section 504 team is responsible for determining the appropriate placement for the student and any accommodations or supports that may be necessary based on the student's disability. In determining the appropriate placement for the student, the IEP team or Section 504 team should consider the student's individual educational needs and all relevant information, including, but not limited to, whether the student's presence at school, without a face covering or face shield, would create a direct threat of harm to the student or others.

B. Employees. If an employee claims to be exempt from wearing a face covering under this policy, the District will require the employee to submit documentation from a medical authority stating that the employee cannot wear a face covering or cannot safely wear a face covering due to a medical condition, mental health condition, or disability.

1. **Exception.** The District will not require an employee to submit documentation from a medical authority if the District already has reliable information showing that the employee cannot wear a face covering or cannot safely wear a face covering due to a medical condition, mental health condition, or disability.
2. **Religious reasons.** The District will not require documentation if an employee states that a face covering would interfere with religious attire that is worn by the employee as part of a sincerely held religious belief. The District may consider whether the employee wore the same or similar religious attire before the COVID-19 pandemic began.
3. **Determination.** In determining whether an employee is exempt from wearing a face covering because of a medical condition, mental health condition, or disability, the District will consider the employee's request, any documentation the District receives from a medical authority, and all reliable information the District maintains about the employee.
 - a) If the District determines that the employee has or may have a disability, the District will engage in an interactive process with the employee.
 - b) If the District determines that the employee is unable to wear a face covering or a face shield because of a medical condition, mental health condition, or disability, the District will consider other options for reducing the potential spread of COVID-19. Such options may include, but are not limited to, using plexiglass

barriers around the employee's work area and maintaining more than six feet of physical distance from others.

- c) The District is not required to create a remote work assignment, to create a light duty position, or to excuse an employee from performing the essential functions of the job.

C. **Visitors.** If a visitor is not wearing a face covering while in a building that is owned, leased, or operated by the District, a staff member will inform the visitor of the face-covering requirement and, if available, offer a face covering and request that the visitor put it on. If the visitor refuses and claims that they are entitled to an exemption from the face-covering requirement, the staff member will contact an administrator to determine whether the visitor should be permitted in the building or should be required to leave. Visiting a building that is owned, leased, or operated by the District is a privilege, not a right. Based on the risk of harm that a visitor without a face covering or face shield creates when students and staff members are present for educational purposes, including the risk of a widespread outbreak that could close the schools, building administrators and other school officials may require a visitor to leave the premises if the visitor refuses to wear a face covering or face shield, or if the visitor refuses to maintain social distancing of at least six feet when students or staff are present for educational purposes. If the visitor refuses to leave, the school official, or a designee, should contact law enforcement.

D. **School Board Meetings.** Face coverings are generally required at school board meetings, regardless of where the meetings are held.

- 1. **Exception for medical condition or disability.** If a person asserts that they cannot wear a face covering or cannot safely wear a face covering due to a medical condition, mental health condition, or disability, the District will seek to accommodate the person by allowing the person to wear a face shield. If the person refuses to wear a face shield, the District may seek to accommodate the person by providing a streaming link for the regular business meeting or a link to a recorded version of the regular business meeting. Individuals are encouraged to contact the superintendent's office at least twenty-four hours in advance of a regular school board meeting if they want the District to establish a separate remote location for the person to view the meeting.

VII. POSTING, TRAINING, SUPPORT, AND ACCESS

- A. **Posting.** The requirement to wear a face covering will be conspicuously posted in the entryway of each building that is owned, leased, or operated by the District. Additionally, this policy will be posted in each building and posted on the District's website.

- B. **Training.** The District will provide training to staff and students on the requirements of this policy. The training will address the proper use of face coverings in District buildings and vehicles, and will reinforce the importance of using face coverings and face shields to prevent the spread of COVID-19. The training will also seek to facilitate understanding in the school community about the exemptions and exceptions stated in this policy, including the legitimate reasons why some staff members and some students cannot wear face coverings. Additionally, the training will seek to combat any stigma associated with wearing or not wearing face coverings and will emphasize to students and staff that bullying or harassment related to the wearing of a face covering is prohibited and may result in discipline up to and including suspension, expulsion, or discharge.
- C. **Support.** District staff members will provide support and guidance to a student who cannot wear a face covering due to a medical condition, mental health condition, or disability and to a student who cannot wear a face covering because the student qualifies to wear a face shield instead of a face covering (i.e. the student is unable to wear a face covering due to a medical condition, mental health condition, or disability or a face covering would interfere with religious attire that is worn is part of a sincerely held religious belief).
- D. **Access to Face Coverings.** To the extent practicable, the District will maintain an extra supply of face coverings for students and employees who forget to bring them.

VIII. COMPLIANCE

- A. **Compliance with Other Policies.**
 - 1. **Compliance with dress code.** All face coverings must comply with the District's dress code requirements for clothing. Face coverings may not promote or contain images of items that are illegal for minors or items that minors are prohibited from possessing on school property. Additionally, face coverings must not contain images or messages that are: (1) vulgar; (2) obscene; (3) threatening; (4) incite violence; or (5) reasonably likely to create a material and substantial disruption at school. The District's dress code policy may not be interpreted to prohibit the wearing of any face covering or shield required under this policy. To the extent that any conflict exists between the two policies, this policy controls.

2. **No bullying or harassment.** No student, employee, or visitor may wear a face covering that violates any District policy, including, but not limited to, the District’s policy prohibiting bullying and the District’s policies prohibiting harassment and other forms of discrimination based on protected class status. Additionally, no student, employee, or visitor may bully, unlawfully harass, or unlawfully discriminate against any student or employee because the student or employee is wearing a face covering or a face shield, or is exempt from wearing a face covering or a face shield.
- B. Discipline of Students.** This policy contains reasonable school board regulations. Any student who willfully violates this policy is subject to discipline. The District will administer such discipline in accordance with the Minnesota Pupil Fair Dismissal Act and special education laws.
1. **Exempt students.** District administrators may not dismiss an exempt student who does not wear a face covering.
 2. **Nonexempt students.** District administrators may dismiss nonexempt students who refuse to wear a face covering, but suspension is strongly discouraged as a first step. District administrators are encouraged to take the following steps in addressing a student’s refusal to wear a face covering:
 - a) Offer the student a face covering, if available, and give the student an opportunity to explain why they are refusing to wear a face covering. In accordance with Section VI of this policy, determine whether an exemption applies or whether the student may wear a face shield instead of a face covering.
 - b) If the school administrator determines that the student is not exempt and that no other exception applies, the school administrator should direct the student to wear the face covering and inform the student that failure to comply with the directive will be considered to be insubordination, which is a ground for dismissal. If the student persists in refusing to wear a face covering, the school administrator may send the student home for the remainder of the school day and direct the student to wear a face covering upon returning to school, including entry on any District vehicles.
 - c) If the student returns to school the following day and persists in refusing to wear a mask, the school administrator may suspend the student for one school day by following the procedures stated in the Pupil Fair Dismissal Act. The school administrator should warn the student that another violation will result in a three-day suspension. The school administrator, or a designee, should also contact the student’s parent to discuss the matter.

- d) If the student returns to school after the suspension and persists in refusing to wear a mask, the school administrator may suspend the student for three school days by following the procedures stated in the Pupil Fair Dismissal Act. The school administrator should warn the student that another violation will result in a suspension of at least ten school days along with the initiation of expulsion proceedings. The school administrator, or a designee, should also contact the student's parent to discuss the matter.
- e) If the student returns to school after the suspension and persists in refusing to wear a mask, the school administrator may suspend the student for ten school days, which may be extended to fifteen days for a general education student, while initiating expulsion proceedings. The school administrator, or a designee, should also contact the student's parent to discuss the matter. (Note: Special education students are entitled to receive a free appropriate public education beginning on the tenth cumulative day of suspension.)

C. **Discipline of Employees**

1. **Exempt employees.** District administrators may not discipline an exempt employee who does not wear a face covering.
2. **Nonexempt employees.** District administrators may discipline nonexempt employees who refuse to wear a face covering. Employees must understand the importance of complying with District policies because employees serve as a role model for students. District administrators are encouraged to take the following steps in addressing an employee's refusal to wear a face covering:
 - a) If available, offer the employee a face covering and give the employee an opportunity to explain why they are refusing to wear a face covering. In accordance with Section VI of this policy, determine whether an exemption applies or whether the employee may wear a face shield instead of a face covering.
 - b) If the school administrator determines that the employee is not exempt and that no other exception applies, the school administrator should direct the employee to wear a face covering and inform the employee that failure to comply with the directive will be deemed to be insubordination, which is a ground for discipline up to and including immediate discharge. If the employee persists in refusing to wear a face covering, the school administrator may suspend the employee without pay for one duty day and direct the employee, in writing, to wear a face covering upon returning to work for the District. In issuing the suspension, the school administrator must comply with any applicable

requirements set forth in any employment contract, Board policy, or labor contract.

- c) If the employee returns to work following the suspension and persists in refusing to wear a mask, the school administrator should consult with the superintendent about taking further disciplinary action up to and potentially including immediate discharge.

Legal References:

CRC January 29, 2021 Order: Requirement for Persons to Wear Masks While on Conveyances and at Transportation Hubs

Cross References:

Policy 504 (Student Dress and Appearance)

Other References

MDE Best Practice Recommendations for COVID-19 Prevention in Schools for the 2021-22 School Year
CDC Interim Public Health Recommendations for Fully Vaccinated People
CDC Your Guide to Masks
MDH Recommendations for Wearing Masks
MDH Masking Recommendations for Child Care: COVID-19

FACE COVERING/FACE SHIELD EXEMPTION

A student in grades K-12 may be exempt from the requirement to wear a “face covering” at school if a “medical authority” certifies that the student has a health condition, disability, or mental health, developmental, or behavioral need that makes a student unable to tolerate wearing a face covering. A student will then be expected to wear a face shield unless a medical authority certifies that the student is unable to tolerate a face shield because of a medical condition.

- “Face covering” means any paper or disposable mask, cloth facemask, medical-grade mask, scarf, bandanna, neck gaiter, or religious face covering that can be worn to cover the nose and mouth completely in accordance with CDC guidance. Masks with valves, mesh, openings, holes, vents, or visible gaps in the material are not sufficient face coverings.
- “Face shield” is a clear plastic barrier that covers the face, extends below the chin, and wraps around the sides of the face to the ears. An adequate face shield should have no exposed gap between the forehead and the shield’s headpiece.
- “Medical authority” means a medical doctor, clinical psychologist, physician assistant, or nurse practitioner who has seen or treated the student.

If you believe that your child is exempt from wearing a “face covering” and/or “face shield,” you must sign this form and have a “medical authority” sign and complete this form. An exception will be made if the need for an exemption is obvious or the School District already possesses information that demonstrates the need for an exemption.

This form must be given to the school principal. The District will make the final determination of whether the student qualifies for an exemption.

TO BE COMPLETED BY PARENT/GUARDIAN

Student Name: _____ Date of Birth: _____

Address _____ School of Attendance: _____

I certify that the information on this form is true and accurate to the best of my knowledge.

Parent signature: _____ Date: _____

TO BE COMPLETED BY MEDICAL AUTHORITY

Print Name: _____ Name of Clinic: _____

Clinic Address: _____ Clinic Phone: _____

Based on personal knowledge from examining, treating, or reviewing the medical records of the student who is identified above, I certify that the following is true and accurate (check those that apply and identify condition):

The student is unable to tolerate wearing a face covering at school because of the following health condition, disability, or mental health, developmental, or behavioral need:
_____.

The student is unable to tolerate a face shield at school because of the following medical condition:
_____.

Signature of Medical Authority _____

Date: _____

The Minnesota Chapter of the American Academy of Pediatrics (MNAAP) has expressed support for children wearing face coverings with limited exceptions. MNAAP recommends considering whether the child is capable of physically removing their face covering in the event of an emergency. If yes, MNAAP generally believes most children should wear a face covering. A child should be exempt from wearing a face covering if the child has a medical condition that prevents the child from removing the face covering in an emergency. Examples including children with severe cognitive issues, significant sensory challenges, significant respiratory impairments (e.g. tracheostomy or on oxygen), or an orthopedic or neurological issue (e.g. cerebral palsy) that prevents the child from removing the face covering in an emergency.



Adopted: August 17, 2021

Revised: _____

809 COVID-19 RELATED QUARANTINES

I. GENERAL POLICY

Given the ongoing public health threat caused by the COVID-19 pandemic, Special School District No. 6 (South St. Paul Schools) will follow public health guidance as it relates to quarantining students or staff. The District will follow the Recommended COVID-19 Decision Tree for People in Schools, Youth, and Child Care Programs and related guidance issued by the Minnesota Department of Health, as the Decision Tree and related guidance may be amended from time to time.

All students and staff will be required to comply with the District’s quarantine procedures and shall remain out of any and all District buildings and offices, transportation, and activities, wherever located, as directed by District administration consistent with the Decision Tree and related guidance. If the Decision Tree and related guidance are unclear or there is uncertainty about how they apply to particular facts, District administration has the discretion to make necessary decisions. This policy will remain in effect for the 2021-2022 school year unless repealed by the School Board sooner.

Quarantines are meant to help prevent the spread of COVID-19 by those who are reasonably suspected to have contracted the virus, whether vaccinated or unvaccinated, and to be able to transmit it to others, particularly to those who are unvaccinated. At the time of this policy’s adoption, there is no vaccine approved for children under the age of 12 and there are other students and staff in the District who are believed to be unvaccinated.

Further, available evidence indicates that those who are vaccinated can contract and spread COVID-19. Because the school setting brings many people together indoors, following quarantine procedures is an important measure in limiting the spread of COVID-19 and associated disruptions to the educational environment. In adopting this policy, the School Board considered and weighed the political, educational, social, health, and safety factors behind the CDC, MDE, and MDH guidance related to quarantines and the needs of the District’s students, staff, and community.

II. MONITORING AND REPORTING

All students, staff, and other individuals entering any District building or office, transportation, or activities, wherever located, must self-monitor for symptoms of COVID-19 and are encouraged to stay home if not well. Parents/guardians are responsible for monitoring and reporting for their student(s), except that students who are 18 years of age or older are responsible for their own monitoring and reporting. Anyone who has a positive COVID-19 test, shall not enter any District building or office, transportation, or activities, wherever located, until making a proper report to District administration and completing any quarantine period as directed by District administration consistent with the Decision Tree and related guidance.

III. VACCINATED STUDENTS AND STAFF

To the extent that the Decision Tree and related guidance provide less restrictive quarantine procedures for individuals who are vaccinated, only those individuals who provide proof of full vaccination will be entitled to the benefit of any such procedures. “Full vaccination” means that at the time of the incident giving rise to potential quarantine, at least two weeks have passed since the individual completed the full vaccine course, whether one dose or two doses. Proof of vaccination must be in the form of a valid vaccination card, medical record confirming vaccination, or other documentation reasonably confirming vaccination as deemed appropriate by District administration. To be sufficient, proof of vaccination must include the date(s) of vaccination and type of vaccine received. Data regarding a student’s or staff member’s vaccination status will be shared only with those District staff who have a need to access the data.

Absent timely proof of vaccination, individuals will be treated as unvaccinated for purposes of applying the quarantine procedures.

IV. CONSIDERATIONS FOR STAFF REQUIRED TO QUARANTINE

Employees may use any leave that is currently available to them for the days that they are required to quarantine and cannot work.

V. FAILURE TO COMPLY

Anyone who fails to comply with this policy or the direction of South St. Paul Schools’ administration to quarantine and remain away from all District buildings or offices, transportation, or activities, wherever located, for the full quarantine period, consistent with the Decision Tree and related public health guidance, may be subject to discipline and/or exclusion from all District property and activities. In the case of employees, such discipline shall be up to and including discharge in accordance with any applicable laws and/or collective bargaining agreement. To the extent allowed by law, students refusing to comply with the quarantine procedures will be suspended, which may extend for the length of the applicable quarantine period. A student’s subsequent refusal to comply with the District’s quarantine procedures could lead to additional discipline up to and including expulsion, consistent with the Pupil Fair Dismissal Act.

VI. NOTICE

The District will provide staff and students and/or their parents/guardians with notice of the current Decision Tree in effect by posting the Decision Tree or a link to the document in a conspicuous place on its website. To the extent practicable, the District will also provide a copy or link to the Decision Tree via a direct communication to staff and students and/or their parents/guardians. Without regard for whether actual notice of amendments to the Decision Tree has been given or received, the most recent iteration of the Decision Tree and related guidance issued by the Minnesota Department of Health will control the District’s quarantine procedures.

Legal References:

Pupil Fair Dismissal Act, Minnesota Statutes Sections 121A.40 to 121A.56

Cross References:

Board Policy 403 (Discipline, Suspension, and Dismissal of School Employees)
Board Policy 506 (Student Discipline)

Other References:

MDH Recommended COVID-19 Decision Tree for People in Schools, Youth, and Child Care Programs:
<https://www.health.state.mn.us/diseases/coronavirus/schools/exguide.pdf>
MDE Best Practice Recommendations for COVID-19 Prevention in Schools for the 2021-22 School Year
CDC Guidance for COVID-19 Prevention in K-12 Schools: Contact Tracing in Combination with Isolation and Quarantine