



South St. Paul School Board - Committee-of-the-Whole  
Monday, February 28, 2022 5:00 PM  
Location: CITY HALL  
125 THIRD AVENUE NORTH  
South St Paul, Minnesota 55075

## **Agenda**

<b>I.</b>	<b>5:00 - 5:10 PM EQUITY (C. Garling-Squire)</b>	
A.	American Indian Annual Compliance Concurrence	2
<b>II.</b>	<b>5:10 - 5:20 PM HEALTH AND SAFETY (D. Webb)</b>	
A.	COVID-19 Vaccination, Testing, Quarantine and Face Coverings Policy	8
<b>III.</b>	<b>5:20 - 5:45 PM SCHOOL BOARD</b>	
A.	Board Training with Dennis Cheesebrow (L. Diaz)	21
B.	Public Listening Session Update (L. Diaz)	22
C.	School Board Succession Planning (J. Raasch)	23
D.	Committee Updates (Board)	24
	<ul style="list-style-type: none"><li>• District 917</li><li>• AMSD</li><li>• Community Education</li><li>• Educational Foundation</li><li>• Equity Alliance</li><li>• Finance, Facilities and Long-Range Planning</li><li>• Policy</li><li>• Public Relations/Community Engagement</li><li>• SSP Open Foundation</li><li>• Superintendent Executive</li></ul>	
E.		
F.	Other Items Deemed Necessary by the School Board	



## SOUTH ST. PAUL PUBLIC SCHOOLS

### School Board Agenda Item

**Meeting Date:** February 28, 2022

**Place on Agenda:** Committee-of-the-Whole

**Action Requested:** Update for SSPPS American Indian Education Programming, 2021-22

**Attachment:** Annual Compliance Documentation  
Link to Google Slide Presentation: [2022 SSP PAC School Board Presentation](#)

<b>Topic:</b> Review American Indian Education Programming, 2021-22
<b>Presenter(s):</b> <ul style="list-style-type: none"><li>• Connie Garling-Squire, Director of Early Learning/Equity</li><li>• Chris Johnson, American Indian Community Liaison</li><li>• Renae Davis, Parent Advisory Chair</li></ul>
<b>Background:</b> <p>Link to Google Slide Presentation: <a href="#">2022 SSP PAC School Board Presentation</a></p> <p>The SSPPS American Indian Education Program continues to have strong leadership through our American Indian Cultural Liaison, Chris Johnson. Chris coordinates both meaningful direct student support, and has been able to offer communication and connections for our families in the community. We continue to maintain an active Parent Advisory Group by combining IGH and SSP parent leadership. Covid has impacted all facets of programming and this year has primarily seen most of our interaction on line which has offered some benefit for personal one-to-one interaction, and not needing to rely on transportation to allow for participation.</p>
<b>Recommendation:</b> <ul style="list-style-type: none"><li>• Board Chair &amp; Superintendent Signature for Compliance Documentation</li></ul>
<b>Alternatives:</b> <p>N/A</p>

## Annual Compliance Overview

[Minnesota Statutes, section 124D.78](#) requires Minnesota districts, charters, and tribal schools with 10 or more American Indian students to have an American Indian Parent Advisory Committee (AIPAC). Specifically, the statute cites that school boards and American Indian schools must provide for the maximum involvement of parents and children enrolled in education programs, programs for elementary and secondary grades, special education programs, and support services.

To be compliant with this statutory requirement, districts, charters, and tribal schools are required to submit annual compliance documents to the Office of American Indian Education (OAIE) by March 1 of each year. Also known as the vote of concurrence or nonconcurrence, annual compliance is a valuable opportunity for American Indian Parent Advisory Committee members to meet and discuss whether or not they concur with the educational offerings that have been extended by the district to American Indian students.

## The Vote and Resolution

If the AIPAC finds that the district and/or school board have been meeting the needs of American Indian students, they issue a vote and resolution of concurrence. If they find that the district and/or school board have not been meeting the needs of American Indian students, they issue a vote and resolution of nonconcurrence. This vote is formally reflected on the annual compliance documents. Members of the AIPAC must present the vote and resolution to the school board.

If the vote is one of nonconcurrence, the AIPAC must provide written recommendations for improvement to the school board at the time of the presentation. The school board then has 60 days in which to respond in writing to the AIPAC recommendations. A copy of this written response must be provided to the OAIE.

## Completing and Submitting the Documents

***The following items are required when submitting annual compliance:***

- ✓ The annual compliance/vote of concurrence or nonconcurrence document
- ✓ The AIPAC resolution document
- ✓ The AIPAC roster and district employee sign-in sheet (available to download on the OAIE webpage)

***All items are fillable PDF forms. When completing, remember to:***

- Include the district or school name and identifying number.
- Place a check mark next to the applicable vote.
- Include all dates as indicated.
- Add all signatures as required. *\*Digital signatures are accepted.*
- Use the drop-down menu in the roster to select the appropriate committee member options.

***The District or School Does Not Have an AIPAC:***

Districts or schools that do not have an AIPAC are still required to complete this paperwork.

- Place a check mark next to “Does Not Have an AIPAC”.
- Obtain the signature of the superintendent or charter/tribal school director and the school board chair. The resolution page is not required.

***Submission Deadline:***

Email all three required items **by March 1** to: [mde.indian-education@state.mn.us](mailto:mde.indian-education@state.mn.us)

# Annual Compliance/Vote of Concurrence or Nonconcurrence

District, Charter, or Tribal School Name:

## The American Indian Parent Advisory Committee Vote

**The AIPAC Issued a Vote of Concurrence**

Date of Concurrent Vote:

Date the AIPAC presented to the school board:

**The AIPAC Issued a Vote of Nonconcurrence**

A vote of nonconcurrence requires the AIPAC to provide specific written recommendations for improvement to the school board. The school board is required to respond in writing to each recommendation within 60 days of the recommendations being put forth. The school board must provide this written response to both the AIPAC and to the Office of Indian Education.

Date of Nonconcurrent vote:

Date the AIPAC presented to the school board:

Date the written response from the school board is due:

**The District/School Does Not Have an AIPAC**

The district has not yet formed an AIPAC, but recognizes the need to do so in order to remain compliant with Minnesota Statutes, section 124D.78. By signing below, the district/school leadership commits to working with the Office of American Indian Education on committee formation.

## Required signatures

*\*Digital signatures are accepted*

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School Board Chairperson

Date

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Superintendent or Charter/Tribal School Director

Date

*Renee Davis*

2/22/2022

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AIPAC Chairperson

Date

## The American Indian Parent Advisory Committee Resolution

**WHEREAS**, the school board or district has an AIPAC composed of parents/guardians of American Indian children who are eligible for Indian education programs, American Indian language and culture teachers and paraprofessionals, American Indian teachers, American Indian counselors, American Indian adults enrolled in educational programming, and American Indian representatives from community;

**WHEREAS**, the school board or district affords the AIPAC the necessary information and the opportunity to effectively express their views concerning all aspects of American Indian education and the educational needs of the American Indian children enrolled in the school(s) and program(s); and,

**WHEREAS**, the AIPAC is directly involved with and advises the school board and district staff on Indian Education program planning; and,

**WHEREAS**, the AIPAC develops and submits recommendations to the school board and district staff pertaining to the needs of American Indian students.

**THEREFORE BE IT RESOLVED**, that the AIPAC concurs that the school board and district are compliant with Minnesota Statutes, section 124D.78, and that the school board and district are meeting the needs of American Indian students.

**We, the American Indian Parent Advisory Committee**, issue a **Vote of Concurrence**. We attest that the school board and/or district are compliant with Minnesota Statutes and that the school board and/or district are meeting the needs of American Indian students; **or**,

**We, the American Indian Parent Advisory Committee**, issue a **Vote of Nonconcurrence**. We attest that the school board and/or district are not compliant with Minnesota Statutes and that the school board and/or district are not meeting the needs of American Indian students. We have provided written recommendations for improvements to the school board, and we acknowledge that the school board has 60 days from the receipt of these recommendations in which to respond, in writing, to each recommendation.

*Renaë Davis*

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AIPAC Chairperson Printed Name and Signature

2/22/2022 Renaë Davis

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Date

21-22 SSP  
 Scanned & saved  
 JPEG/PDF  
 11/22/21

## American Indian Parent Advisory Committee Member Roster

Committee Member Name, Email, and Phone	American Indian	Committee Member Role	Primary Area of Representation
Renaë Davis Renaë1130@gmail.com 651.3992780	Yes	Chair/Co-chair	Parent/Guardian of an American Indian Student
Pam Gokey ajijjak56@gmail.com 651.208.1969	Yes	General Member	American Indian Community Member
Nicholas DeShaw deshawn@isd199.org 616.283.9093	Yes	General Member	American Indian Community Member
Chris Johnson chrisjohnsonIED@gmail.com 651.587.8557	Yes	Chair/Co-chair	American Indian District Employee
	Select one...	Select one...	Select one...
	Select one...	Select one...	Select one...
	Select one...	Select one...	Select one...
	Select one...	Select one...	Select one...



## SOUTH ST. PAUL PUBLIC SCHOOLS

### School Board Agenda Item

**Meeting Date:** Monday, February 28, 2022

**Place on Agenda:** Committee-of-the-Whole and Regular Agenda

**Action Requested:** Approval

**Attachment:** Policy 808 – COVID-19 Vaccination, Testing, Quarantine and Face Covering

<b>Topic:</b> Policy 808 – COVID-19 Vaccination, Testing, Quarantine and Face Covering
<b>Presenter(s):</b> Dave Webb, Superintendent, and Nicole Tuescher, Human Resource Director
<p><b>Background:</b></p> <p>On Monday evening, we are asking the School Board to rescind Policy 808- COVID-19 Vaccination, Testing, Quarantine, and Face Coverings. Please note that the OSHA’s ETS provisions contained in Section V are not in effect given the withdrawal of the ETS. The two remaining substantive portions of the policy are Section III: Face Covering Mandate and Section IV: Covid-Related Quarantines.</p> <p><b><u>Section III: Face Covering Mandate</u></b></p> <p>Given the latest CDC’s recommendations and knowing country and neighboring school districts are moving towards a “masking recommended” status, we suggest the district rescind the “Face Covering Mandate”. The individual program would provide program participants notice of the continued mandate. All federal and state legal mandates remain in place (e.g. TSA’s requirement regarding masking on district transportation).</p> <p><b><u>Section IV: Covid-Related Quarantines</u></b></p> <p>The district will continue to adhere to the MDH decision tree guidance for purposes of monitoring, reporting, and community compliance.</p>
<p><b>Recommendation:</b></p> <p>Administration recommends rescinding policy 808.</p>
<p><b>Alternatives:</b></p> <p>Keep Policy 808 in effect.  Request the administration to recommend the rescission of portions of Policy 808, while keeping the remainder in effect.  Delay the rescission date of Policy 808.</p>



*Adopted: January 10, 2022*

*Rescind: February 28, 2022*

## **808 COVID-19 VACCINATION, TESTING, QUARANTINE AND FACE COVERINGS**

### **I. PURPOSE**

Given the ongoing public health threat caused by the COVID-19 pandemic and federal/state mandates, Special School District No. 6, South St. Paul Schools (“District”) has adopted this policy on vaccination, testing, quarantine, and face coverings.

In adopting Sections III and Section IV of this policy, the District considered and weighed the political, educational, social, health, and safety factors behind state and federal guidance related to face coverings and quarantines and the needs of District students, employees, and community.

Section V is in effect only if the Occupational Safety and Health Administration (“OSHA”) Emergency Temporary Standard on Vaccination and Testing (“ETS”)(29 C.F.R. Part 1910, Subpart U) or similarly adopted mandate by the Minnesota Occupational Safety and Health Administration (“MNOSHA”) is in effect.

### **II. DEFINITIONS**

- A. Any legally applicable federal/state definitions govern this policy. See 29 C.F.R. Part 19010, Subpart U for additional definitions. For convenience of its constituents and compliance with the “readability” component of the ETS mandate, the District has included abbreviated definitions.
- B. **“COVID-19 test”** means a properly administered test for SARS-CoV-2 that is (1) FDA approved, including Emergency Use Authorization (“EUA”), to detect current infection; and (2) not both self-administered and self-read unless observed by the District or authorized telehealth proctor (e.g. tests processed in a laboratory, proctored over-the-counter tests by a telehealth authorized proctor, tests proctored by the district).
- C. **“Face covering”** means a covering that (1) fits snugly and completely covers a person’s nose, mouth, and chin with no large gaps on the outside of the face; (2) is made with two or more layers of a tightly woven, breathable fabric (i.e. fabrics that do not let light pass through when held up to a light source); (3) is a solid piece of material without slits, valves, visible holes, or other openings; and (4) secures to the head with ties, ear loops, or elastic bands that go behind the head.

If gaiters are worn, the gaiters must have two layers of fabric or be folded to make two layers. This definition includes clear face coverings or cloth face coverings

with a clear plastic panel that, despite the non-cloth material allowing light to pass through, otherwise meet this definition. These clear face coverings may be used to facilitate communication with people who are deaf or hard-of-hearing or others who need to see a speaker's mouth or facial expressions.

- D. **“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.
- E. **“Fully vaccinated” person** means a person two weeks after properly receiving (1) the second of two doses of an FDA approved vaccination, or (2) one dose of a one dose FDA approved vaccine.

### III. FACE COVERING MANDATE

All persons are required to wear a face covering when they are in any building that is owned, leased, used, or operated by or on behalf of the District, regardless of vaccination status, unless an exemption or exception stated in this section applies. Similarly, all persons are required to wear a face covering when they are in any District vehicle or operated on behalf of the District, regardless of vaccination status, unless an exemption or exception stated in this section applies.

#### A. Mandate Exceptions

1. Children under the age of two.
2. Persons who are incapacitated, unconscious, or otherwise unable to remove the face covering without assistance.
3. Other legally required exemptions or accommodations, including those required because of medical condition, disability or religious belief.

#### B. Temporary Removal of Face Coverings

A person may remove a face covering when participating in an impracticable activity or while an employee is working alone.

1. **Impracticable Activities.** Activities where a face covering is impracticable include but are not limited to: eating; drinking; communicating with a person who is deaf/hard of hearing or has a disability/medical condition requiring removal of face covering; activities where the face covering would get wet; while engaging in physical activities where exertion makes wearing a face covering difficult or impracticable; while singing; during practices or performances involving acting or public speaking; while playing musical instruments (must try to maintain social distancing of six feet); identification purposes; or receiving a service where the service would be impossible to perform with the face covering worn. The District has full discretion to determine whether the activity is “impracticable.”
2. **Employees working alone.** Employees may remove face coverings when working alone, including alone in an office, district vehicle, or other workspace with walls or other barriers (e.g. plexiglass) that are at least face level.

**C. Face Shield Alternative to Face Covering**

1. **Students.** A student may use a face shield as an alternative to a face covering when the District determines that (1) the student is unable to tolerate a face covering due to a developmental, behavior, or medical condition; or (2) the face covering would interfere with the student’s sincerely held religious belief.
2. **Employees.** An employee may use a face shield as an alternative to a face covering when the District determines that (1) the employee is unable to tolerate a face covering due to a disability or medical condition; (2) the face covering would interfere with the employee’s sincerely held religious belief; (3) the face covering would impede the educational process for student(s); or (4) the face covering would create a job hazard for the employee or others.
3. **Visitors.** A visitor may use a face shield as an alternative to a face covering when the District determines that (1) the visitor is unable to tolerate a face covering due to a disability or medical condition; or (2) the face covering would interfere with the visitor’s sincerely held religious belief.

**D. Procedures for Requesting Exemption or Alternative**

A parent/guardian of a student, employee, or visitor may contact the building/program administrator or the Director of Human Resources to request an exemption or alternative to the face covering mandate.

#### E. **Implementation and Compliance**

1. **Posting.** The District policy is posted on its website. A notice of the face covering mandate will be posted in the entryway of each building. Lack of posted notice does not negate the face covering mandate.
2. To the extent practicable, the District will maintain an extra supply of face coverings for people who forget to bring their face covering. Employees, students, and visitors may choose to wear their own face covering.
3. **Visitors.** If a visitor is not wearing a face covering, an employee will inform the visitor of the face-covering requirement and, if available, offer a face covering and request that the visitor don it. If the visitor refuses to wear a face covering or face shield, the employee will contact a building/program administrator. The building/program administrator may ask the visitor to leave District property. If the visitor refuses to leave, the building/program administrator should contact law enforcement.
4. **Other District policies.** All face coverings must comply with other District policies, including but not limited to meeting the requirements of applicable dress code policies.
5. **Compliance.** Anyone who fails to comply with this policy or the District administration's direction may be subject to discipline and/or exclusion from all District property and activities. In the case of employees, such discipline may be up to and including discharge in accordance with any applicable laws and/or collective bargaining agreement. To the extent allowed by law, students willfully refusing to comply with the face covering requirements may be suspended. A student's subsequent willful refusal to comply with the District face masking procedures could lead to additional discipline up to and including expulsion, consistent with the Pupil Fair Dismissal Act.

#### IV. **COVID-RELATED QUARANTINES**

The District follows the Minnesota Department of Health's public health guidelines as it relates to quarantining students or employees. Specifically, the District follows 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 ("MDH"), as the Decision Tree and related guidance may be amended.

All students and employees are required to comply with District quarantine procedures and must remain out of any and all District property and activities, wherever located, as directed by District administration consistent with the MDH Decision Tree and related guidance. If there is uncertainty on the application of the MDH Decision Tree and related guidance to particular facts, District administration has the discretion to make necessary decisions.

- A. **Monitoring and Reporting.** All persons entering District property or participating in District activities, wherever located, must self-monitor for symptoms of COVID-19 and are encouraged to stay home if not well. Any person who has tested positive for COVID-19 must report the positive test result to District administration and comply with the quarantine period as directed by District administration prior to entering District property or participating in District activities, wherever located. An employee may use any available leave time for the period of quarantine.
- B. **Vaccinated Student and Employees.** The District will follow the MDH’s Decision Tree and related guidance that may provide for less restrictive quarantine procedures for fully vaccinated people. Proof of vaccination, as deemed appropriate by District administration, will be required. Individuals will be treated as unvaccinated for purposes of applying the quarantine procedures unless proof of vaccination is provided.
- C. **Posting and Compliance.**
1. **Posting.** The District policy and MDH Decision Tree is posted on the District website. Without regard for whether actual notice of amendments/revisions to the MDH Decision Tree has been given or received, the most recent iteration of the Decision Tree and related guidance informs the District administration’s quarantine procedures.
  2. **Compliance.** Anyone who fails to comply with this policy or the District administration’s direction may be subject to discipline and/or exclusion from all District property and activities. In the case of employees, such discipline may be up to and including discharge in accordance with any applicable laws and/or collective bargaining agreement. To the extent allowed by law, students willfully refusing to comply with the quarantine/reporting requirements may be suspended. A student’s subsequent willful refusal to comply with the District’s quarantine/reporting requirements could lead to additional discipline up to and including expulsion, consistent with the Pupil Fair Dismissal Act.
- V. **OSHA’S EMERGENCY TEMPORARY STANDARDS (“ETS”)**
- A. **Only in Effect if Legally Required.** Section V is only in effect if OSHA or MNOSHA is enforcing the ETS and the District could be subject to sanctions for noncompliance with the ETS. This District will not enforce the provisions of Section V if the ETS is expired, subject to a court order staying its implementation, or otherwise not legally binding on the District.
- B. **Application to All Employees.** Section V applies to all District employees, except for employees who do not report to a workplace where other persons are

present; employees while working from home; and employees who work exclusively outdoors.

C. **Not Applicable to Independent Contractors and Volunteers.** Independent contractors and volunteers are not considered District employee for purposes of Section V.

D. **Test Mandate with Fully Vaccinated Exemption**

1. **Employee Choice.** Employees may choose to be vaccinated against COVID-19. The District is not imposing an employee vaccine mandate in order to comply with the requirements of the ETS. But any employee not fully vaccinated by February 9, 2022, is subject to the weekly COVID-19 testing and face covering requirements under Section III of this policy until they become fully vaccinated. Weekly testing requirements set forth in Section V will begin on February 9, 2022, or when the testing requirements set forth in the ETS become legally enforceable against the District, whichever occurs later.
2. **Deadlines.** To be considered fully vaccinated by February 9, 2022, an employee must receive the final dose of an approved COVID-19 vaccination no later than January 26, 2022.
3. **Vaccine Availability.** Employees are responsible for scheduling their own vaccination appointments. Employees may schedule a vaccination appointment through their own medical provider, local pharmacies, mass-vaccination clinics, community vaccination sites, or any other place where COVID-19 vaccines are offered. Information about vaccination locations is available through the Minnesota COVID-19 Response webpage at: <https://mn.gov/covid19/vaccine/find-vaccine/locations/index.jsp>. The District is not responsible for any reimbursement of costs associated with the employee's choice to receive vaccination.
4. **Time to Receive Vaccination and Associated Expenses.** The District will provide a reasonable amount of time to each employee to receive a vaccination dose or doses to become fully vaccinated. An employee may take up to four hours of paid duty time, at the employee's regular rate of pay, per dose to travel to a vaccination site, receive a vaccination, and return to work (i.e. up to eight hours). When an employee spends less time getting the vaccine, only the amount of paid duty time needed for a primary vaccination appointment will be granted. An employee who needs longer than four hours will need to contact the Director of Human Resources to explain such need. The District is not responsible for any reimbursement of costs associated with employee's choice to receive vaccination.
5. **Time for Recovery – Doses to Become Fully Vaccinated.** The District provides reasonable time and paid sick leave to employees who are unable

to work due to side effects experienced following a vaccination dose to become fully vaccinated. The District provides no more than two days of paid leave per vaccination dose for employees who are unable to work due to vaccination side effects. Any request for additional leave will be governed by the District's procedures for requesting a medical leave. Employees who have available accrued sick leave or other time off are required to use their available accrued leave for recovery time. Employees who have no sick leave may be granted up to two days of paid sick leave immediately following each dose when necessary for the employee to recover from side effects.

## E. EMPLOYEE VACCINATION STATUS

1. **Obligation to report.** Employees will be required to report their vaccination status and if vaccinated provide proof of vaccination as set forth in this subsection E. Employees must provide truthful and accurate information about their COVID-19 vaccination status. Employees who do not follow this policy may be subject to discipline. Vaccination status information must be reported to the District by the deadline set forth by District administration. In order to comply with this reporting requirement, employees must provide proof of their vaccination status, including whether they are fully or partially vaccinated. Employees who are not vaccinated must also report their vaccination status.
2. **Reporting.** The superintendent, or designee, is responsible for developing a system through which employees will report their vaccination status.
3. **Proof of Vaccination Status.** All vaccinated employees are required to provide proof of vaccination status, regardless of where they received their vaccination. Proof of vaccination generally includes the employee's name, the type of vaccine administered, the date(s) of administration, and the name of the healthcare professional(s) or clinic site(s) that administered the vaccine.
  - a) Acceptable "proof of vaccination status" includes:
    - (1) *The record of immunization from a health care provider or pharmacy;*
    - (2) *A copy of a COVID-19 Vaccination Record Card;*
    - (3) *A copy of medical records documenting the vaccination;*
    - (4) *A copy of immunization records from a public health, state, or tribal immunization information system; or*
    - (5) *A copy of any other official documentation that contains the type of vaccine administered, date(s) of administration,*

*and the name of the healthcare professional(s) or clinic site(s) administering the vaccine(s).*

- b) An employee who does not possess a COVID-19 vaccination record card (e.g. because it was lost or stolen) should contact the vaccination provider to obtain a new copy or other acceptable documentation of vaccination status. If the employee is unable to produce acceptable proof of vaccination after contacting the vaccine provider, then they may attest to their vaccination status. Contact the Director of Human Resources if you need to make this attestation.
- 4. Treated as Unvaccinated if No Proof or Attestation. An employee who does not provide acceptable proof of vaccination status, or an attestation, is treated as not fully vaccinated for purposes of Section V.
- 5. Penalty for Providing False Information. Employees are prohibited from knowingly supplying false statements or documentation regarding their vaccination status under 18 U.S.C. § 1001 and section 17(g) of OSHA. Employees who violate those laws may be subject to criminal penalties.
- 6. Recordkeeping. The District will maintain employees' vaccination status and maintain records of acceptable proof of vaccination for each employee.

**F. COVID-19 TESTING FOR THOSE WITHOUT THE VACCINE EXEMPTION**

- 1. Testing Requirement. Beginning February 9, 2022, or the date on which the mandatory testing requirement in the ETS becomes legally enforceable against the District, whichever occurs later, an employee who is not fully vaccinated must participate in weekly COVID-19 testing. An employee who is not fully vaccinated and who reports to the workplace at least once every seven days:
  - a) Must be tested for COVID-19 at least once every seven days; and
  - b) Must provide documentation of the most recent COVID-19 test result to the District no later than the seventh day following the date on which the employee last provided a test result.

The superintendent, or designee, is responsible for developing a protocol for employees to report COVID-19 test results and will communicate the protocol to employees.

- 2. Testing Following Longer Absences. An employee who is not fully vaccinated and who does not report to the workplace during a period of seven or more days:

- a) Must be tested for COVID-19 within seven days prior to returning to the workplace; and
  - b) Must provide documentation of that COVID-19 test result to the District in the manner to be determined by the superintendent upon return to the workplace.
3. Failure to Provide Test Result. If an employee who is not fully vaccinated does not provide documentation of a COVID-19 test result as required by this policy, the employee will be removed from the workplace until the test result is provided.
  4. Exemption for Recent Infection. Employees who are not fully vaccinated and who have received a positive COVID-19 test or have been diagnosed with COVID-19 by a licensed healthcare provider are not required to undergo COVID-19 testing for 90 days following the date of their positive test or diagnosis.
  5. Record of Testing. The District will maintain a record of each test result provided by each employee under this section.
  6. Cost of Testing. The District will not pay or reimburse employees for any costs associated with COVID-19 testing.
  7. Availability of Testing. Employees may schedule their own testing appointments. Information about testing locations is available online at: <https://mn.gov/covid19/get-tested/testing-locations/index.jsp>.

**G. MANDATORY REPORTING OF COVID-19 DIAGNOSIS OR POSITIVE TEST**

1. Reporting and Removal from Workplace Following Positive Test. Nothing in Subsection V.G, negates the District’s quarantine procedures noted in Section IV of this policy. Regardless of an employee’s vaccination status:
  - a) The District requires all employees to promptly notify the COVID Health Coordinator, or designee, when they have tested positive for COVID-19 or have been diagnosed with COVID-19 by a licensed healthcare provider; and
  - b) The District will remove any employee from the workplace who receives a positive COVID-19 test or is diagnosed with COVID-19 by a licensed healthcare provider. The District will keep the employee removed until the employee:
    - (1) Receives a negative result on a COVID-19 nucleic acid amplification test (“NAAT”) following a positive result on a COVID-19 antigen test if the employee chooses to use a NAAT test for confirmatory testing;

- (2) Meets the return-to-work criteria in CDC’s “Isolation Guidance” or as specified in Section IV of this policy, whichever is longer; or
- (3) Receives a recommendation to return to work from a licensed healthcare provider.

2. **Status of Leave After Positive Test.** Employees may use accrued paid leave to receive pay for COVID-related absences. The District does not provide any additional paid time off to an employee who is removed from the workplace as a result of a positive COVID-19 test or diagnosis of COVID-19.

#### H. **NEW EMPLOYEES**

New employees are required to follow the vaccination, testing, and face covering requirements outlined in Section V as of the start date of their employment. Candidates for employment will be notified of the requirements of this policy following a job offer and prior to the start of employment.

New employees must provide acceptable proof of vaccination prior to their start date of their employment. A new employee who cannot provide acceptable proof of vaccination must submit results from a COVID-19 test taken within the previous seven days prior to the employee’s first day of work.

#### I. **EXEMPTIONS**

1. **Accommodations.** An employee may be entitled to a reasonable accommodation if the employee is unable to comply with the requirements of this section because of a medical condition, disability, or a sincerely held religious belief, practice or observance.
2. **Requests for Accommodation.** Requests for reasonable accommodations must be initiated by the individual employee and submitted in writing to the Director of Human Resources at [ntuescher@sspps.org](mailto:ntuescher@sspps.org)
3. **Determination of Reasonable Accommodation.** Requests for reasonable accommodations will be addressed on a case-by-case basis by District administration.

#### J. **QUESTIONS**

Questions regarding Section V of this policy should be directed to: Nicole Tuescher, Director of Human Resources, [ntuescher@sspps.org](mailto:ntuescher@sspps.org).

#### K. **DISSEMINATION OF THIS POLICY AND INFORMATION TO EMPLOYEES**

1. **Dissemination of Policy.** The District will email this policy to employees following its adoption.
2. **Other Disclosures to Employees.** By sending this policy to its employees, the District has distributed the following information:
  - a) The full text of OSHA’s ETS is available online at:  
<https://www.federalregister.gov/documents/2021/11/05/2021-23643/covid-19-vaccination-and-testing-emergency-temporary-standard>.
  - b) The CDC has published information about COVID-19 vaccine efficacy, safety, and the benefits of being vaccinated. This information can be accessed by visiting:  
<https://www.cdc.gov/coronavirus/2019-ncov/vaccines/keythingstoknow.html>.
  - c) Federal regulation, specifically 29 CFR § 1904.35(b)(1)(iv), prohibits the District from discharging or in any manner discriminating against an employee for reporting a work-related injury or illness.
  - d) Section 11(c) of OSHA prohibits the District from discriminating against an employee for exercising rights under, or as a result of actions required by, the ETS. Section 11(c) also protects the employee from retaliation for filing an occupational safety or health complaint, reporting a work-related injury or illness, or otherwise exercising any rights under OSHA.
  - e) Federal law, specifically 18 U.S.C. § 1001 and of section 17(g) of OSHA, prohibits employees from knowingly supplying false statements or documentation in accordance with this policy. Anyone who violates those provisions may be subject to criminal penalties.

**Legal References:**

CRC January 29, 2021 Order: Requirement for Persons to Wear Masks While on Conveyances and at Transportation Hubs  
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 504 (Student Dress and Appearance)  
Board Policy 506 (Student Discipline)

**Other References:**

CDC Guidance for COVID-19 Prevention in K-12 Schools: Contact Tracing in Combination with Isolation and Quarantine  
CDC Public Health Recommendations for Fully Vaccinated People  
CDC Guidance: Vaccination Efficacy <https://www.cdc.gov/coronavirus/2019-ncov/vaccines/keythingstoknow.html>

CDC Your Guide to Masks

MDE Best Practice Recommendations for COVID-19 Prevention in Schools for the 2021-22 School Year

MDH Recommendations for Wearing Masks

MDH Masking Recommendations for Child Care: COVID-19

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>

OSHA Emergency Temporary Standard <https://www.federalregister.gov/documents/2021/11/05/2021-23643/covid-19-vaccination-and-testing-emergency-temporary-standard>

Rescinding



## SOUTH ST. PAUL PUBLIC SCHOOLS

### School Board Agenda Item

**Meeting Date:** February 28, 2022

**Place on Agenda:** Committee-of-the-whole

**Action Requested:** None

**Attachment:** None

<b>Topic:</b> Board Training with Dennis Cheesebrow
<b>Presenter(s):</b> Board Chair Linda Diaz
<b>Background:</b>  At the February 14 committee-of-the-whole meeting, the Board decided to move forward with the previously scheduled board training session with Dennis Cheesebrow on Monday, March 7. Chair Diaz will provide the board with an update on her conversation with Dennis and the board's work to prepare for the upcoming training session.
<b>Recommendation:</b>  N/A
<b>Alternatives:</b>  N/A



## SOUTH ST. PAUL PUBLIC SCHOOLS

### School Board Agenda Item

**Meeting Date:** February 28, 2022

**Place on Agenda:** Committee-of-the-Whole and Regular Meeting Reports

**Action Requested:** None

**Attachment:** None

**Topic:** School Board Listening Session Report

**Presenter(s):** Board Chair

**Background:**

At the committee-of-the-whole and regular business meetings, the Board Chair will provide an overview of the listening session submissions.

The South St. Paul School Board provides the following opportunities for community members to address the board:

- **In-Person** on the first meeting date of each month according to the schedule listed on the [district's website](#). Public listening sessions are held at City Hall (125 - 3rd Avenue North) beginning at 4:15 PM in the second floor conference room.
- **Electronic form submissions** are accepted on all meeting dates listed on the [district's website](#). Click [here](#) to submit a Public Listening Session comment.
  - Form submissions will be acknowledged by Board Chair and/or Superintendent on-air during the regular business meeting. The Board Chair and/or Superintendent will also follow-up personally with the individuals submitting a Public Listening Session form.



## SOUTH ST. PAUL PUBLIC SCHOOLS

### School Board Agenda Item

**Meeting Date:** February 28, 2022

**Place on Agenda:** Committee-of-the-Whole

**Action Requested:** None

**Attachment:** None

<b>Topic:</b> School Board Member Recruitment
<b>Presenter(s):</b> Inspector Raasch
<b>Background:</b>  With four School Board seats up for election this calendar year, Inspector Raasch would like to discuss succession planning ideas.
<b>Recommendation:</b>  N/A
<b>Alternatives:</b>  N/A



## SOUTH ST. PAUL PUBLIC SCHOOLS

### School Board Agenda Item

**Meeting Date:** February 28, 2022

**Place on Agenda:** Committee-of-the-Whole

**Action Requested:** None. Discussion Only.

**Attachment:** None

<b>Topic:</b> Committee Updates
<b>Presenter(s):</b> School Board Members
<b>Background:</b>  School Board members will provide an update for the following committees that they serve on: <ul style="list-style-type: none"><li>• District 917</li><li>• Association for Metropolitan School Districts (AMSD)</li><li>• Community Education</li><li>• SSP Educational Foundation</li><li>• Equity Alliance MN</li><li>• Finance, Facilities and Long-Range Planning</li><li>• SSP Open Foundation</li><li>• District Policy</li><li>• District Community Engagement and Public Relations</li><li>• District Superintendent/Executive</li></ul>
<b>Recommendation:</b>  N/A
<b>Alternatives:</b>  N/A