

INDEPENDENT SCHOOL DISTRICT NO. 625
BOARD OF EDUCATION
SAINT PAUL PUBLIC SCHOOLS
RESOLUTION



Board File No. 32504

Date September 3, 2021

ADOPTING A SAINT PAUL PUBLIC SCHOOLS RESOLUTION REQUIRING ALL STAFF EITHER TO BE VACCINATED AGAINST COVID-19 OR TO SUBMIT TO REGULARLY SCHEDULED COVID-19 TESTING

WHEREAS, the COVID-19 infection rate has risen during the summer of 2021 on a national, statewide, and local basis; and

WHEREAS, according to the Centers for Disease Control (CDC), “COVID-19 vaccination among all eligible students as well as teachers, staff, and household members is the most critical strategy to help schools safely resume full operations”¹; and

WHEREAS, according to the CDC, “[v]accination is the leading public health prevention strategy to end the COVID-19 pandemic. People who are fully vaccinated against COVID-19 are at low risk of symptomatic or severe infection. A growing body of evidence suggests that people who are fully vaccinated against COVID-19 are less likely to become infected and develop symptoms and are at substantially reduced risk from severe illness and death from COVID-19 compared with unvaccinated people”²; and

WHEREAS, according to the State of Minnesota, “staff who access the workplace or provide public service outside of their homes on behalf of an agency without vaccination pose a particular risk of COVID-19 exposure to themselves, their colleagues, and to members of the public. Additionally, ongoing community transmission of the more transmissible Delta variant of COVID-19 in Minnesota, especially among unvaccinated individuals, presents a continuous risk of infection”³; and

WHEREAS, the federal government, the State of Minnesota, and Ramsey County have all made the decision to require their employees to either be vaccinated against COVID-19 or submit to COVID-19 testing on a frequent, regularly scheduled basis; and

¹ *Guidance for COVID-19 Prevention in K-12 Schools*, Centers for Disease Control and Prevention (Aug. 5, 2021).

² *Id.*

³ *HR/LR Policy #1446, COVID-19 Proof of Vaccination and Testing*, State of Minnesota, Department of Management and Budget (Aug. 11, 2021).

WHEREAS, pursuant to Minn. Stat. § 123B.02, subd. 1, the Board of Education of Independent School District No. 625 has the “general charge of the business of the district, the school houses, and of the interests of the schools thereof”; and

WHEREAS, the Board of Education concludes that requiring all staff either to be vaccinated against COVID-19 or to submit to regular COVID-19 testing is in the best interests of the School District, its students, its staff, and the communities it serves.

BE IT RESOLVED, that the Board of Education, Independent School District No. 625, Saint Paul Public Schools:

1. Requires either:
 - a. All current staff to be fully vaccinated against COVID-19 and to provide acknowledgment of full vaccination in the manner designated by Human Resources starting **October 15, 2021**. All current staff shall also be required to provide acknowledgment of receipt of a booster vaccination shot on or before **June 15, 2022**.

or
 - b. All staff who remain unvaccinated, are not fully vaccinated, and/or have not provided acknowledgement of full vaccination as detailed above to submit to mandatory COVID-19 testing at least **one time per week**. Satisfactory verification of compliance with the COVID-19 testing requirement will be designated by Human Resources. Designations will include no less than allowable testing options, testing resources, how to submit COVID-19 test results and what to do if results are negative or positive.
2. The Board recommends: that staff be provided two hours of paid time off for the day they receive their COVID-19 vaccine (travel and vaccine time) and the full next day off, if needed, due to any after affects; and, that staff must submit acknowledgement of vaccine; otherwise, time off will be considered as an unexcused absence.
3. Any staff member who does not comply with the requirements of either Paragraph 1a or Paragraph 1b will be subject to disciplinary action consistent with any applicable collective bargaining agreement.
4. Any staff member who presents or submits a false, misleading, or inaccurate acknowledgement of full vaccination or booster will be subject to disciplinary action consistent with any applicable collective bargaining agreement.
5. Definitions:
 - a. “Fully vaccinated” means either: two (2) weeks after the second dose in a 2-dose COVID-19 vaccination (e.g., Pfizer or Moderna) and any subsequent booster doses;

or, two (2) weeks after a single-dose COVID-19 vaccination (e.g., Johnson & Johnson) and any subsequent boosters. Staff who do not meet these requirements are not fully vaccinated. This definition shall include any vaccine that has been approved, fully, conditionally, or on an emergency basis, by the Food and Drug Administration or the World Health Organization.

- b. "Staff" means all full or part time Saint Paul Public Schools employees.
- 6. All Saint Paul Public Schools staff hired after October 15, 2021 shall either provide acknowledgement of being fully vaccinated within forty-five (45) days of hire pursuant to Paragraph 1a or submit to weekly testing pursuant to Paragraph 1b. All newly hired staff that do not provide acknowledgement of being fully vaccinated upon hire or remain unvaccinated must immediately submit to weekly testing until acknowledgement of being fully vaccinated is received by Human Resources.
- 7. The requirements of Paragraphs 1a or 1b shall also apply to all onsite contractors, onsite vendors, onsite volunteers, and Saint Paul Public Schools lessees, and their employees, agents, and contractors.
- 8. This Resolution shall be effective immediately and shall remain in effect until rescinded, superseded, or amended. Staff may be subject to additional attestation, vaccination, or testing requirements under federal, state, or local law. The Board of Education will review this resolution as necessary in light of changes to case rates, guidance from the CDC, guidance from the Minnesota Department of Health and/or the Minnesota Department of Education, and any other applicable authorities and, minimally, prior to the start of each academic quarter.

	Yes	No
Chair	__x__	_____
Vice Chair	__x__	_____
Clerk	__x__	_____
Treasurer	__x__	_____
Director	_ x __	_____
Director	__x__	_____
Director	__x__	_____

Adopted September 3, 2021

Janet Yost

CHAIR Board of Education



CLERK **Board of Education**