

Member _____ introduced the following resolution and moved its adoption:

**ADOPTING A RESOLUTION REQUIRING ALL ROSEVILLE AREA SCHOOLS
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 and Prevention (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;” 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;” 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;” 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

WHEREAS, pursuant to Minn. Stat. § 123B.02, subd. 1, the School Board of Independent School District No. 623 has the “general charge of the business of the district, the school houses, and of the interests of the schools thereof;” and

WHEREAS, the School Board 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 by the School Board of Independent School District No. 623, Roseville Area Schools:

1. The School Board 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**.
 - or**
 - b. All staff who remain unvaccinated, are not fully vaccinated, and/or have not provided acknowledgment 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 School 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 effects; and, that staff must submit acknowledgment 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 acknowledgment of full vaccination 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 two-dose COVID-19 vaccination (e.g., Pfizer or Moderna); or, two (2) weeks after a single-dose COVID-19 vaccination (e.g., Johnson & Johnson). 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 Roseville Area Schools employees.
6. All Roseville Area Schools employees hired after October 15, 2021, shall either provide acknowledgment 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 acknowledgment of being fully vaccinated upon hire or remain unvaccinated must immediately submit to weekly testing until acknowledgment of being fully vaccinated is received by Human Resources.
7. This Resolution shall be effective immediately and shall remain in effect until rescinded, superseded, amended or otherwise acted upon by the School Board. Staff may be subject to additional attestation, vaccination, or testing requirements under federal, state, or local law. The School Board 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 may amend accordingly as warranted.

The motion for the adoption of the foregoing resolution was duly seconded by Member _____, and upon a vote being taken thereon, the following voted in favor thereof:

and the following voted against the same:

Whereupon said resolution was declared duly passed and adopted.

Clerk
INDEPENDENT SCHOOL DISTRICT NO. 623
ROSEVILLE AREA SCHOOLS

September 14, 2021