

**INDEPENDENT SCHOOL DISTRICT NO. 625
Saint Paul, Minnesota**

**SPECIAL MEETING OF THE BOARD OF EDUCATION
360 Colborne Street
Saint Paul, MN 55102, and**

**Available Streaming Online at www.spps.org/boe and
Saint Paul Cable Channel 16**

**September 3, 2021
8:00 a.m.**

MINUTES

I. CALL TO ORDER

The meeting was called to order at 8:00 a.m. by Jeanelle Foster, Chair.

II. ROLL CALL

Board of Education: J. Brodrick, J. Vue, C. Allen, J. Kopp, Y. Carrillo, Z. Ellis, J. Foster

III. APPROVAL OF THE ORDER OF THE MAIN AGENDA

MOTION: Director Foster moved approval of the Order of the Main Agenda. The motion was seconded by Director Brodrick.

The motion was approved by roll call vote:

Director Brodrick	Yes
Director Vue	Yes
Director Allen	Yes
Director Kopp	Yes
Director Carrillo	Yes
Director Ellis	Yes
Director Foster	Yes

Vote: 6-0, passed unanimously

II. 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

Director Foster introduced Superintendent Gothard to present this resolution to the board.

Superintendent Gothard thanked the board, as well as staff and the community, for the opportunity to present this resolution, at 8:00 a.m. on a Friday morning. He also thanked staff leadership in this important work to get this school year off to the best start possible. He also thanked Director Langworthy

(Student Health and Wellness) and Executive Director McCarty (Human Resources) for joining today's meeting and for their leadership, and that of other staff, in this important process.

Superintendent Gothard noted that the focus of the presentation is on revisions to this resolution prepared in response to questions and discussion points of board members during the special board meeting on Tuesday, August 31, 2021.

Before getting into the details of the resolution, he noted how important it is to first acknowledge both the excitement about the start of the school year as seen at the ribbon-cutting at Humboldt High School last night, and as seen at several attendances at open houses. Dr. Gothard also noted excitement on social media and in emails, both excitement and worry, but after spending time in that community the previous night, how wonderful it was that we can open our school year in-person and that children and families and staff were excited. While everyone was wearing a face mask, the energy was still felt and heard as expected at the start of a new school year.

Superintendent Gothard noted how grateful he is for the meeting's discussion and vote on this resolution. He is asking the board to consider one more tool to help ensure that in-person school experience can continue this year. He noted his discussions with school leaders around the metro and around the country who have already started school -- the challenges are real for everyone, "I think we knew that coming in -- but we have now heard examples of that. We need to be realistic in our approach, and open and transparent, and communicate about the challenges we're facing as a school district, and we also have an obligation to do everything we can to make sure we are protecting staff, students and community in opening our doors."

Dr. Gothard noted that from Tuesday's special board meeting the administration was asked to return with some revisions to the resolution. Superintendent Gothard noted that each board member has a copy of the full resolution, thus the resolution will not be read in full. Rather, he reviewed revisions requested by board members during Tuesday's special board meeting.

First, he began by reading a quote from the CDC that "Covid-19 vaccination is the most critical strategy to help schools resume full operations." This is a quote on virtually every CDC and prevention publication helping schools in this important work.

As the PowerPoint presentation was being pulled up, Superintendent Gothard began by discussing the first revision that the district will require vaccination acknowledgement by October 15, or proof of weekly testing. This is a key distinction. He noted discussions on this point during the special meeting and emphasized the reality of the district being able to implement that and the district's belief that the district has worked together as a team to be able to come up with a process by which can have October 15 be that day.

With the PowerPoint summary of the revisions now visible, Superintendent Gothard provided additional affirmation that the vaccination acknowledgement or weekly testing requirement applies to SPPS employees, contractors, vendors and visitors. There were some questions about who counts as a visitor, noting that parents picking up a son or daughter from practice are different from someone who is regularly scheduled and has a purpose in being in a school, maybe a volunteer who's there two or three days a week, or there routinely. He continued that it's necessary to consider how to differentiate between those two instances, understanding that it won't be logistically feasible to regulate those who are going to come in to pick up a child, someone who could be a neighbor, an aunt, cousin, a friend of the family. However,

the district will ensure that every safety precaution is in place. Furthermore, Superintendent Gothard noted the importance of highlighting that anyone coming into a building must wear a face mask.

He continued that employees will report their vaccination and testing status based on a process in development by Human Resources. He further emphasized that the district acknowledges existing bargaining agreements apply to any disciplinary action that may be taken for failure to comply.

He further noted that the option for weekly testing addresses medical, religious and other reasons for vaccine hesitancy, while also affirming that millions of people in the United States have received the vaccine under some of the most intense safety monitoring in US history and the district's belief in the science in how safe the vaccine is and how effective it is.

The reporting of overall vaccination status is aligned with the academic quarter and that, as stated in the resolution, Human Resources will bring vaccination status data to the board for review each quarter. The district will compile data each quarter, if not sooner, and share data on the percentage of individuals who have demonstrated vaccination status, including contractors who may have adverse impacts on their ability to provide services.

After Covid, he noted one of the biggest concerns in the district is the ability to provide goods and services to supply districts right now. For a workforce-dependent industry, both workforce issues and supplies used by school district contractors on back-order have implications for the district's ability to be a competitive employer and to conduct it's important work this year safely and effectively. Superintendent Gothard emphasized the need to monitor district goods and services very closely.

Controlling costs is a priority and the district is in the process of developing a cost estimate for the new testing and vaccination reporting tool; hard cost figures are under development. The district is very much aware that use of the three years of American Rescue Plan funds and other ESSER funds the district has received means students must be in school and students must be educated effectively. Therefore, if costs are higher than currently available in contingency the district will make the necessary adjustments.

Moving on to the next slide in the presentation, Superintendent Gothard referred to the key revisions presented on the slide that were made from the discussion on Tuesday night:

First is that the CDC and Minnesota Department of Health quotes are footnoted as requested by the board.

Second, vaccination reporting has been changed from proof of vaccination to acknowledgement, and staff will provide further detail about that differentiation.

Next, he continued by mentioning paragraph 1.b. clarified that the testing requirement applies to staff who are unvaccinated, or are not fully vaccinated, and/or who have not provided proof of full vaccination.

At this moment, Chief Counsel Long clarified that there was disconnect between the text on the slide and what the actual resolution says, noting that 'proof of vaccination' text has been taken out across the board so as to be consistent with 'acknowledgement' throughout. He continued that the same applies later on to paragraph 6 on the PowerPoint presentation, whereas the resolution says 'acknowledgement.'

Superintendent Gothard thanked Chief Counsel Long for the clarification and reiterated that that carries through just about every place throughout the resolution.

Superintendent Gothard continued discussion of revisions in paragraph two of the resolution that the board recommends with regard to paid time off and sick time.

Paragraph 5.a. noted the revision regarding the receipt of any subsequent booster doses of the vaccine as it relates to the definition of what it means to be fully vaccinated.

Paragraph 6 clarified that new hires are required to provide acknowledgement as well, and to submit to weekly testing until fully vaccinated.

Superintendent Gothard then shared additional points with regard to revisions made to the resolution and mentioned that the team will share how the district will implement the new protocol and allow the district to proceed more quickly so as to maintain a start date of October 15. He noted that the board heard the terms 'go live' and 'start date' mentioned during the special board meeting on Tuesday, and what that really pertains to is enforcing that weekly testing requirement as of October 15, when staff and all partners mentioned in the resolution will have to demonstrate an acknowledgement that they are fully vaccinated or testing will begin on October 15. So, there are two different ways of looking at 'Go Live,' either have it reported or submit to weekly testing.

He continued by noting that Paragraph 1.b. refers to testing applied to staff who are not vaccinated or who are not fully vaccinated and that revision of paragraph 2 notes that the board recommends the provisions regarding paid time off and sick time, and thus alleviate union concerns, as expressed in SPFE's letter to the board. Continuing with the revisions noted above, the revision changes 'proof' to 'acknowledgement' as well. Superintendent Gothard noted the district fully understands the resolution may result in the need to look at contracts with all of our groups and make the appropriate adjustments, while emphasizing district does not want the new protocol to divide the district but to safely bring staff back and our communities back to our school buildings, something that's very important to everyone.

Finally, referring to the slide, Superintendent Gothard noted that again full vaccination acknowledgement and testing will begin on October 15, the 'go live' date.

Superintendent Gothard acknowledged the high level of detail in the resolution. Therefore, he focused his remarks during the meeting on the revisions to the resolution. He thanked Chair Foster and the board, and reiterated that staff are present at the meeting to engage questions and comments, and welcomed through Chair Foster discussion with the board.

Director Foster then opened the meeting up to questions and comments from board members.

QUESTIONS/DISCUSSIONS:

- Director Vue asked for specific examples to clarify resolution point number 7 regarding the requirements for "onsite contractors, onsite vendors, onsite volunteers, and Saint Paul Public Schools lessees, and their employees agents, and contractors" impacted by this resolution. He noted that a hypothetical situation would be helpful for grounding his understanding. Superintendent Gothard thanked Director Vue and directed attention to Executive Director Turner for a detailed response. Executive Director Turner responded with a specific example that in a typical year St Paul Public Schools have 297 bus drivers per day. 260 of 297 school bus drivers are contractors, they work for other companies. It's a huge concern. It's a competitive market and news articles in the media show there's a shortage of drivers. She also noted custodians are initially contractors and both food service workers and after-school programs are primarily staffed by contractors. For example, the district contracts with the Y, other non-profits, city employees.

So, people who are serving our children food, driving our buses, supporting our cafeterias, cleaning, are all primarily contractors. In summary, Chief Turner said she asked her staff to develop a rough estimate of the number of contractors, and they counted about 1,500 who interact with our children each day and are not directly employed by St. Paul Public Schools.

- Director Vue expressed appreciation to Chief Turner for the detailed response to the contractor question and then asked what has changed from the Special Meeting on Tuesday (August 31) to today that would allow for an October 15 start date? Chief Baker response: Thank you. He noted that during the last meeting on Tuesday concerns about the need to find the balance between the importance of the new protocol and the need for a solid implementation plan, and that since the meeting board members and staff have reiterated the concerns about implementation. The resulting resolution before the board today tried to balance this matter's importance with implementation fidelity. The change in this resolution to "acknowledgement" of full vaccination and proof of testing is a prime example of this shift.
- Director Vue then asked how this will be accomplished by October 15. Executive Director McCarty response: Human Resources is working with another department to develop a database to manage the acknowledgement process. Human Resources will use a template for providing acknowledgement. The process involves asking staff for a full vaccination acknowledgement and to attest to the truth of that acknowledgement. Staff will then be asked to provide documentation of vaccination by a certain date. Staff will be informed of this process to ensure employees understand why they are filling out the form and that they may be asked to produce documentation, by what date they would need to produce it, and what the implications are if they are not able to provide that. Human Resources has a system they will be working through that is tied to the HRMS system, which is PeopleSoft, that Human Resources will be pulling the data from. Human Resources will be running reports frequently and auditing those reports to make sure the district has that information. This will allow Human Resources to get that information more efficiently, in preparation for that October 15th date, with existing Human Resources staff.
- Director Cardillo then asked a follow-up question that Director Vue asked with regard to the request for documentation. He asked whether human resources would be conducting a review of 100% of employees or would human resources be reviewing a sample of employees' attestation data? Executive Director McCarty response: Human Resources will be doing a sample throughout the school year. Human Resources is in the process of exploring and confirming resources to accomplish that goal.
- Director Kopp then asked for more information about the contractors, asking who is responsible for tracking that? Is that what each individual contractor does and then reports? What does that dynamic and relationship look like? Chief Turner response: As contractors sign on with the district, they will have to sign on that they abide by the district's policies and procedures. She noted concern that contractors won't bid on the district's business because it's an additional step that they would need to go through. As an employer they would need to do what we're doing and they would have to account for the cost and the regularity of it.
- Chief Counsel Long followed up on two points by providing additional detail regarding the date of October 15, as written in Paragraph 1.a. now reads as "starting October 15, 2021," which means that staff start to provide acknowledgement or start testing on that date, which is different from earlier language that stated "on or before" October 15, 2021, which could be interpreted as starting tomorrow and the district doesn't have the mechanism in place. And to follow-up on Director Koppo's question, and Chief Turner's response, the language used is quite standard district contract language that contractors need to follow the district's policies and procedures.
- Director Kopp then asked if there is potential for concern about workforce issues related to this resolution? Executive Director Turner response: Yes, there are great concerns about workforce issues that may arise in relation to the resolution's implementation.

- Superintendent Gothard provided additional context by noting concerns about Covid being spread in communities and schools. Chief Baker mentioned balance earlier. The process outlined in this resolution may not be perfect but the district hopes contractors will have a similar policy of their own. He asserted that the resolution makes the district a leader in the community and that others will follow the district's lead and formulate similar policies. Fundamentally, he noted the need to keep the doors open and keep our children and families and staff safe.
- Director Kopp noted wholehearted agreement with this sentiment and also that it's good to acknowledge that there could be issues as a result of that transition -- a potential -- and the need to try and keep everything in balance. Director Kopp then asked about the booster language and whether there are any federal or state positions on boosters, and thus if the resolution should take a clear position on booster shots now, or would it be better to amend the resolution at a later date. Additional clarification regarding the status of boosters would be appreciated. Director Langworthy response: Booster recommendations are changing rapidly. At the moment, as best we can be understood, booster shot recommendations are limited to the immunocompromised. Noting it's not clear if that is a recommendation, requirement or not for all. Furthermore, the situation is fluid and may change.
- Superintendent Gothard noted that, in response to Director Kopp's question, the date of 8 months past your second, or first, vaccination, depending if you are Johnson&Johnson, Moderna, or Pfizer, 8 months is the recommendation for the booster at this time, yet it's not clear if there are any firm guidelines yet. Therefore, Superintendent Gothard asked that the district be ready to consider and to lay the groundwork for the possibility that having a booster will be part of the definition of what it means to be considered fully vaccinated. He emphasized that it is somewhat early to consider how the timing and the mechanism would work. However, it would be very much appropriate for a follow-up resolution to be brought back for future consideration by the board at least quarterly.
- Director Kopp then sought to confirm that as it stands there are no hard and fast recommendations today regarding booster language in the resolution now, or if there is a benefit to having that language in the resolution now and not later. Director Kopp noted that she's relatively neutral and that she's just trying to have the best possible and most precise language in this resolution. Chief Baker response: Yes, this is a good point, and following Counsel Long's statement that at minimum the board will be reviewing the resolution quarterly, and that, if need be, the resolution's language regarding boosters can be amended at that time. Opportunities are available to the board in the future to make such an amendment, at the board's discretion. If things change, we can amend it or decide that it doesn't need to be in the resolution. It is up to the board.
- Director Kopp thanked Chief Baker.
- Director Brodrick then asked two questions of Chief Counsel Long: First, in Superintendent Gothard's presentation as he went over the PowerPoints, there was a distinction between acknowledgement versus proof (of vaccination); Second, this resolution states "starting" rather than "on or before" October 15, 2021. Further clarification regarding these two points would be appreciated. Chief Counsel Long response: He is happy to provide that clarification. With regard to acknowledgement versus proof, acknowledgement relies on employees to verify or attest to having received the vaccination acknowledgement, as opposed to proof which would require presenting a vaccination card. The district is not going to require people to copy, scan or present their vaccination cards. Rather, the district will be asking people to verify by their assent that they are fully vaccinated. He noted that an analogy within the district, which may be helpful, is the affirmation of actual time worked is provided along with the number of hours submitted. The district does not use physical time cards to punch in and out of work, that a staff member punched in at 8 a.m. and punched out at 4 p.m., but rather the district asks people to affirm, by

clicking a box, that they have worked those hours. Their acknowledgement serves as their proof that they worked those 8 hours. We are taking people at their word, in an affirmative statement, that they have received the vaccinations. He concluded by asking Director Brodrick whether this response addressed Director Brodrick's question.

- Director Brodrick expressed appreciation for this helpful explanation and then asked whether the acknowledgement versus proof has the appropriate "teeth" in it? Chief Counsel Long response: He noted his belief that the current resolution as written does, just the same as with that time worked analogy, that if somebody goes online and submits false, misleading, or inaccurate information about the time that they worked when they attested, and the district determines that it's accurate, the district can take action. Similarly, if the acknowledgement provided that an individual is fully vaccinated, as defined by resolution, but is later determined to not be, there's teeth behind that.
- Superintendent Gothard added that this resolution delineates two groups and allows the district to focus on those who are not fully vaccinated and to make sure that the district is set up for testing for that group.
- Chief Baker then added that audits of data submitted will provide the 'teeth.' Audits are for all groups. That includes those that have acknowledged vaccination. As Counsel Long said, the 'teeth' is through our audits.
- Director Brodrick expressed thanks for all of the comments from a legal and implementation point of view using acknowledgement will work just as well as proof. Chief Counsel Long response: The answer is yes with regard to the change in language from "on or before October 15" to "starting October 15." The reason for that change is that the district is developing the specifics of the acknowledgement form in development and the processes by which it will be completed and tracked will be in place by October 15, 2021. Importantly, what this new language also does is it clarifies the actual start date as October 15.
- Director Brodrick expressed thanks for the clarification and added that for each Board of Education member, and for the board as a whole, this is a very important decision to vote for a vaccine mandate. He noted that he's ready to vote for it, and that board members' obligation is to be assured before voting that implementation of the mandate will be successfully carried out. This is a big task for staff that may require assistance from outside consultants or resources. Can this board be assured that implementation of this mandate, one that he fully supports, can be done by our current, in-house staff or with help from someone else, a lot of work needs to be done. He asked for additional assurance regarding this question.
- Superintendent Gothard noted that it's about accountability. Vaccines have been accessible since around January 2021, and testing has been widely developed and accessible as well. The district has a safe learning plan, and the district has every intention of maintaining the plan that's been shared with the community. He noted that Director Langworthy can share mechanics, how that might look and how staff might access it. The acknowledgement could be a simple survey on a cell phone or in another format. He then turned the discussion over to colleagues for more details.
- Director Langworthy first clarified that when looking at vaccinations the focus is on acknowledgement (with audits) and that when talking about testing, proof is required. Verification will occur for all of them. While it's been challenging, the district has been able to meet short deadlines and that same on-time outcome is expected with this new protocol. This time of year is a challenge, but she expressed confidence in the ability to move forward with the testing. She anticipated the district offering weekly testing, using testing every Monday as one of many options. She noted testing took place once every other week last year, but that this year it would shift to one time a week. She then emphasized that the district would be one of my testing resources in the community, so that employees who would be required to follow this would have options. So if every Monday the district offered testing, and other options such as Roy Wilkins,

the district would provide other resources, including other testing sites that are likely to open up again if case rates rise. The district uses many testing sites, which the district has also verified in partnership between Human Resources and Health and Wellness department, with its health expertise, the district would be able to verify that the tests are valid. The district plans to be proactive in communicating with employees about what sites are approved testing sites, and what sites are not. She then deferred to Executive Director McCarty to speak to the vaccination acknowledgement aspect.

- Director Brodrick expresses thanks for this explanation.
- Executive Director McCarty added that with the vaccination acknowledgement the district has access to a system, a software that will allow Human Resources to capture an acknowledgement form from every employee as well as to run reports for audit purposes, and to gather information, in terms of documentation that's uploaded. Human Resources is working right now with the RREA team to develop that system. Employees would be required to submit by the determined date their vaccine acknowledgement and then the district would require those who are able neither to attest to being vaccinated nor to provide documentation to be tested each week.
- Director Brodrick then asked whether outside help is needed to accomplish this goal. Executive Director McCarty response: Yes, Human Resources would need some support. Given this very busy time, outside help will be needed and a work team is working on what that process will look like. Forces are being combined to make sure that the district is to implement this plan.
- Director Brodrick noted that if the board were to pass this resolution, the district is committed to the safety of the school district, and that the district is being held accountable in terms of any monies received from the Federal Government or the state to help the district accomplish this plan. He asked whether the funds will truly be available to truly implement this plan. Chief Baker response: The specific cost number is still in development, but the belief is that between available contingency funds and the American Rescue Plan (ARP) funds will be available.
- Director Brodrick expressed his support for this mandate to pass, but emphasized the need for due diligence around costs, and added that if the kids need it, the district has to get it for them.
- Director Carrillo added that the language shift from proof to acknowledgement signals an important shift. With a mandate that requires proof immediately the district put pressure on staff, meaning the bargaining units, to provide false proof. However, the new language under consideration tonight is a mandate that involves trust, something the board needs to empower with bargaining units. The mandate before the board actually builds trust at a time when the district needs more trust. The process includes 'teeth,' but it encourages trust by using the acknowledgement form (a tool) to combat this pandemic.
- Director Carrillo then asked Superintendent Gothard whether SPFE or any other bargaining units have expressed any thoughts about trust in relation to adopting this resolution.
- Superintendent Gothard noted that full Board of Education support is needed first, before looking at each collective bargaining unit to ensure compliance with all collective bargaining agreements, to which Director Carrillo expressed agreement.
- Director Foster then encouraged additional discussion among board members.
- Director Ellis asked when full costs of the system will be known. Chief Baker response: Total costs will be known in a few weeks and at the present time some staffing cost data are known, but that more time is needed to determine costs of the database, data storage, and other elements. Costs should be known in the next few weeks, with potential staffing costs estimated at the time of the meeting.
- Director Allen asked for additional details about resolution point number 2, which refers to paid time off and talks about the two hours and the next day, would staff be required to use their sick time for that, or whether that would come out of another fund. Executive Director McCarty response: That is something Human Resources will be working through. Right now in contracts

there's actual quarantine language that does not come from an individual's sick leave -- there's actual quarantine pay -- and so this may look something like that. So it may or it may not.

- Director Allen expressed appreciation for the response and noted that was her only question.
- Superintendent Gothard asked, regarding the matter of costs, that everyone consider the cost-benefit, asking "If we can create a healthy community, what costs may we alleviate because our staff can be in classrooms with students? There will be some benefits as well that could in fact mitigate those costs. It's hard to put a number on what costs are being prevented through this resolution, but the benefits might mitigate the costs."
- Director Foster then asked board members whether they had any other questions.
- Director Ellis expressed gratitude for the clear language regarding testing as an option and appreciation that the board is not mandating the vaccination. She emphasized vaccination concerns expressed in public comments on Tuesday, for health and other reasons, and expressed concern that this resolution should not impact jobs in this district. This concern led Director Ellis to ask whether staff who are working with students and other staff members in the building, whether those who do acknowledge being fully vaccinated can also access weekly or monthly testing. Director Langworthy response: Yes, the district is looking at offering testing to all employees, including those who acknowledge they are fully vaccinated. The district does not want to spotlight the unvaccinated as being unvaccinated, so offering testing as an option for all staff and looking at the grant funding that might be available for setting that up is what the district is looking at right now.
- Director Ellis noted that vaccination status is personal information and it's not her business to know another's vaccination status. She emphasized that she doesn't want this mandate to perpetuate disparities in this district. Director Ellis expressed hope that implementation of this resolution would not create a distinction between those who are and are not vaccinated, and harm that that's going to cause. Director Ellis expressed agreement with Director Carrillo about building trust. The goal is to do no harm, so this decision is a struggle for someone who feels deeply for this community that has raised you. The point is to focus on doing the right thing and on doing this together, and looking out for one another. While the issue may not be that simple, and also highly politicized, it's important to be kind to one another and show appreciation for the work. There's good energy about the start of the school year, and some anxiety about it, too. Director Ellis expressed concerns about sustainability. Given large groups of students are coming back to buildings while staffing challenges exist, given limitations in the workforce right now, it's necessary to be thoughtful about spending, and what long-term costs are going to be. She noted concerns about sustainability if this is going to be a district protocol beyond this year.
- Director Brodrick expressed his gratitude for the words of Director Ellis and Director Carrillo and the emphasis on the idea of respect. Respect for one another and respect for all staff members.
- Director Allen said she wanted to acknowledge how hard this decision is, but even more so for others in community. She asserted that the focus needs to be on ending the pandemic as soon as possible, and on keeping people safe and alive and breathing and happy. It's been a long haul and it's not over yet. Health is the primary thing that we should be addressing right now. She hoped our staff and everyone who has the opportunity to be vaccinated takes deep consideration into doing so for the broader community. Everyone must be respected, including if they do not or cannot seek vaccination. It is necessary to respect everyone's situation. Having recently learned about Mayan beliefs/practices around health, Director Allen expressed an even deeper appreciation for different approaches to health, including the natural way of health practices. Privacy allows for personal decision-making and no one should be pressured to do one thing or the other. Director Allen hopes everyone will continue to use masks, sanitizer, and all available tools to be safe with one another.

- Director Vue then expressed his thought process related to this decision today, noting that during his son’s open house at school yesterday he spoke with his son’s teacher. He said his son was relieved to know that his best friend would be in class with him, and Director Vue spoke with the principal, assistant principal, and others at the school, and he couldn’t help but notice a buzz, an energy in the school. He returned home that evening and thought about the vote that he would be taking today, his oath of office and his duty to ensure that buzz and energy would be carried forward into this school year and beyond. He said the energy of the open house is why he’s a member of the Board of Education. Yet how he became a member of the Board also matters. He noted that he’s a member of this board today because (Director) Marny Xiong passed away due to Covid in June 2020 before vaccines were available, stating: “I would trade her life for my role today if she could be back with her family! It is a no-brainer, because the cost of not vaccinating is too high.”
- Director Foster paused, and noted the need to sit in the room and reflect on Director Vue’s and everyone’s words. Director Foster then stated that in board members’ words she heard care and concern and responsibility for our community, Our situation involves action, planning, and revisiting. At this time the community is in a space and place where there are so many unknowns and this resolution presents the district with another tool when school kids and staff want and need to be in our school buildings. The district has to provide a space and a place that is safe for them to navigate within. This one tool -- with masking, testing, handwashing, sanitizing, and monitoring who’s coming and going within our buildings -- to ensure that the district is able to have school and that district kids are able to thrive and learn and have successful outcomes in the district. She noted that some folks may not realize the burden, particularly when we are forced to make decisions that oftentimes may infringe on others’ personal beliefs. As a board, she emphasized the need to make a collective decision about the totality of things. She expressed thanks to each board member for the time, the deliberation, the communication internally as well as externally with all of the different community members. She expressed appreciation about being in a school yesterday, with all the energy and enthusiasm, seeing kids happy and staff ready and excited about getting into those classrooms and helping to continue the bright futures of all of our kids. In conclusion, she noted that as this board is poised to make a decision, charging Dr. Gothard and the team to work collaboratively with all our folks, and that everyone would need to listen and learn. It is a decision that allows the district to move forward in the midst of this storm.
- Director Foster then encouraged board members to ask any other questions. No other questions were raised.

BF 32504 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

MOTION: Director Foster moved to approve the Resolution 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. Director Brodrick seconded the motion.

The motion was approved by roll call vote:

Director Brodrick	Yes
Director Vue	Yes
Director Allen	Yes
Director Kopp	Yes
Director Carrillo	Yes

Director Ellis	Yes
Director Foster	Yes

XII. ADJOURNMENT

Director Fost moved to adjourn the meeting. Director Ellis seconded the motion.

Director Foster noted the upcoming Committee of the Board meeting scheduled for Tuesday, September 14, 2021 beginning at 4:30pm.

The motion was approved by roll call vote:

Director Brodrick	Yes
Director Vue	Yes
Director Allen	Yes
Director Kopp	Yes
Director Carrillo	Yes
Director Ellis	Yes
Director Foster	Yes

The meeting adjourned at 9:07 a.m.

For clarity and to facilitate research, these minutes reflect the order of the original Agenda and not necessarily the time during the meeting the items were discussed.

Prepared and submitted by:&
Brian Hammer
Secretary to the Board (Interim), St. Paul Public Schools board of Education