

1.0 ROLL CALL

On September 8, 2021, Chairman Tenbusch called the meeting to order at approximately 6:30 p.m. via Zoom, to discuss the Oregon COVID vaccine mandate for school employees.

Members Present: Brain Tenbusch, David Karo, Suzy Parker, Parker Leigh, Tony Isom

Members Absent: Kirt Glenn, Randy Smith

Others Present: Brian Gardner, Candace Pelt, Celeste Van Cleave, Dena Crowell, Rebekah Schneiter

2.0 AUDIENCE COMMENTS

No comments given.

3.0 COMMUNICATIONS

3.1 Vaccination Requirements – Assistant Superintendent Pelt presented to the board a slide show on Central Linn’s plan for implementing the Oregon COVID vaccine mandate for school employees. The agenda included:

1) Who is required to be vaccinated under the law?

Teachers, school staff and volunteers who teach, work, learn, study, assist, observe or volunteer at a school, unless they have a documented medical or religious exception.

Teachers, school staff and volunteers must provide proof of vaccination or documentation of a medical or religious exception on or before October 18, 2021.

All staff who do not provide proof of vaccination status by October 18, 2021 or obtain an accepted medical or religious exception will have their employment terminated.

2) Requests for medical and religious exceptions.

Schools are legally required to utilize the OHA forms for employees requesting exceptions though the forms are not a guarantee that a request for exception will be granted.

The district has the authority and responsibility to either approve or deny requests for exceptions.

When exemptions are granted, the district will work through an interactive process to determine if accommodations can be met to reasonably ensure protection from spreading COVID.

3) Personnel actions resulting from a refusal to be vaccinated or to follow safety protocols.

With no exception, continued employment would be a violation of the law.

In most cases, the district will not approve unpaid leave of absence or the allowance of sick time for staff without an exception because the OAR states that a school may not 'employ' someone who is unvaccinated and without an exception.

The district will not lay off employees because this is not a situation in which work is unavailable. Rather, the employee has made themselves unavailable by refusing the law.

Employees, with limited exceptions, who have refused the vaccine mandate and are without an approved exception will be terminated.

4) Bargaining implications and MOU.

The district has begun negotiations with the classified and certified union groups to establish a Memorandum of Understanding (MOU).

Board discussion: Teachers will be rehirable only if the law changes, which is not anticipated within the next two to three years. Approximately 22% of all Central Linn staff are seeking an exception. The district is working towards meeting accommodations for staff though it cannot accommodate any spaces in classrooms, working with children. There may be a shuffling of positions for unvaccinated staff into openings where they are not near children. With enrollment numbers still low, there likely will not be any positions opened up for new hire if unvaccinated staff leave. The district is allowing staff to take a leave of absence for a period of time and choose to get vaccinated at a later date though they will lose their seniority status. The district will not conduct layoffs. Layoffs are based on seniority, as outlined in the collective bargaining agreements, but how does the district choose who to lay off when someone is refusing to follow the law? When asked about online teaching for exception teachers, that would be an accommodation if the entire district was back in comprehensive distant learning. Every decision the district makes is in an effort to minimize the district's long term legal exposure. The board will be informed of any union agreements, termination of contracts, and termination of classified will be an acknowledgement of the board. In any kind of separation we want to honor each employee for their years of service. There is a lot of misunderstanding out there; for any questions please redirect back to Candace.

4.0 ADJOURN

With no further business before the Board, Chairman Tenbusch adjourned the meeting at approximately 7:05 p.m.

Dena Crowell, Board Secretary

Board Chairman, Brian Tenbusch

Date Approved

Board meeting minutes approved on October 11, 2021.
Original minutes with signatures on file at the District Office.