

On October 11, 2021, members of the Central Linn School Board met to discuss staff COVID vaccinations and staff exemption accommodations. The meeting was held in the Central Linn Elementary Library and began at approximately 5:31 p.m.

Members Present: David Karo, Suzy Parker, Kirt Glenn, Parker Leigh, Tony Isom, Randy Smith

Members Absent: Brian Tenbusch

Others Present: Brian Gardner, Candace Pelt, Celeste Van Cleave, Dena Crowell, Heidi Hermansen, Robyn Bailey, Dena Weber, Jamie Derrickson

Candace Pelt shared with the board the Press Release that was issued that afternoon to the community and families of Central Linn on vaccination requirements for all district staff and volunteers. Stated was that specific employee information is confidential information and will not be shared. The Press Release outlined OAR 333-019-1030 requirements for the district. Section (4) of this OAR specifies the district's steps to ensure that unvaccinated teachers, school staff and volunteers are protected from contracting and spreading COVID 19. However, when the district accepts exceptions, it will then assume the liability as well. Determined to be the greatest risk is an enclosed space with low ventilation with unvaccinated students/staff; which is most of the elementary building and a high percentage of the secondary building. The greater the airflow in an area, the greater likelihood of decreasing the risk of spreading COVID.

At this time, all exemptions were accepted and no staff are terminated or asked to leave. Each staff member's accommodations are dependent upon their location and potential risk of spread. All classified were offered work at equal or higher rates of pay. The district is continuing negotiations with three staff members. There is a job offer to all exemption status staff, though there may be reassignments; which management has always retained the right to do. Labor groups have the right to bargain under employee safety rights. OEA shared they are in support of the law and are aware of the personal liabilities.

When asked 'why isn't CLSD doing what other district are for accommodations'? In answer, districts like Lebanon have multiple locations, extra spaces for students and are likely able to absorb a financial risk that CLSD can not. We are required to contact trace to the county and if one positive case can be tracked down to Central Linn, the district could be held liable. PACE has stated that the district's actions are within the law and fiscally conservative. Sometimes doing the right thing is not easy or popular. Kirt Glenn stated he's on the side of everyone getting the vaccine but feels the problem is the reasonable accommodations and who defines those next steps. He says that it appears that each district is individually creating their own steps to determine what is considered 'reasonable' and feels that Central Linn is taking the hard line.

Candace emphasized that PACE said we're taking the most fiscally conservative approach for when there is a breakthrough case linked to Central Linn. Since school started, the district already had one case that was traced back to the school with over 100 students out in quarantine. All it takes is one case to possibly bankrupt the district. Knowing the level of risk

and the district's finances, leadership is not willing to take the risk. Colt Gill was asked 'What is plan B?' for when districts go bankrupt over lawsuits when not following the law or for when enrollment numbers drop. He made it clear that there is no plan B and that bankrupt districts are inevitable.

David Karo stated that the district did not create these rules yet is being 'beat up' from both sides of the vaccination mandate. Brian Gardner says the teachers we are working with are good teachers, the district has invested in them; we do not want to lose them. However, with enrollment numbers down it would have been opportunistic to terminate employees but we want the board to know that it shows integrity on management's part to work with our staff and not to terminate when it would have been fiscally prudent

Candace Pelt mentioned that there are two ways the board will be involved: one will be when an official complaint is appealed and goes before the board or if there is a termination of a contract. She stated there has been a lot of concern over a state push for student COVID vaccines. When that happens, our district already has a vaccine process established in law. Under current vaccinations such as Measles, Mumps and Rubella, families have always had the right to apply for an exemption. Knowing that we will continue to follow the same law will hopefully take some of the fear out of student COVID vaccinations.

The meeting adjourned at approximately 6:25 p.m.

Dena Crowell, Board Secretary

Board Chairman, Brian Tenbusch

Date Approved

Board meeting minutes approved on November 8, 2021.
Original minutes with signatures on file at the District Office.