**Creston Community School District**

**Board of Directors Special Board Meeting**

**January 4, 2022 - 12:00 p.m. (noon)**

**Boardroom, 801 N. Elm, Creston, IA**

**AGENDA**

***The vision of the Creston Community School District is to provide the foundation for students***

***to become lifelong learners and positive, confident and compassionate citizens.***

In accordance with Iowa Code Section 21.4(1)(b) the school board shall meet and conduct the regular board meeting electronically when it is impossible or impractical. Please call this toll free number 1-312-626-6799 to access the board meeting to participate in the public hearing. Please click on this [link](http://shorturl.at/rsGPR) or visit this address [shorturl.at/rsGPR](http://shorturl.at/rsGPR) to access the board meeting.

Meeting number (access code): 873 3778 4729

Meeting Password: Creston

​Join by phone:

1-312-626-6799

**Special Board Meeting**

1. **Pledge of Allegiance**

The president will ask the members and audience to face the flag for the Pledge of Allegiance.

1. **Call to Order. Roll Call by \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ at \_\_\_\_\_\_ p.m.**

The President will call the meeting to order using the gavel if necessary. The President will request those with communication devices to either turn them off or place them on silent mode.

\_\_\_ Dr. Amanda Mohr \_\_\_ Dr. Brad James \_\_\_ Sharon Snodgrass \_\_\_ Don Gee

\_\_\_ Galen Zumbach \_\_\_ Callie Anderson \_\_\_ Brad Baker \_\_\_ Scott Driskell

\_\_\_ Julie Plant \_\_\_ Billie Jo Greene \_\_\_ Deron Stender \_\_\_ Bill Messerole

1. **Approval of Agenda**

**Motion by: \_\_\_\_\_\_\_\_\_\_\_\_\_ Seconded by: \_\_\_\_\_\_\_\_\_\_\_\_\_ Those Voting: \_\_\_\_ AYE \_\_\_\_NAY**

1. **New Business**
   1. [**Consider approving emergency policies developed by IASB that comply with the federal and state mandates.**](https://docs.google.com/document/d/1HHnGiCQZ71SZtTqNzlqJkdNBynCvQ1ZE/edit?usp=sharing&ouid=106595782676496441316&rtpof=true&sd=true)
      1. **ACTION:** On November 5, 2021, the Occupational Safety and Health Administration (OSHA) published an emergency rule requiring certain employers to require vaccinations against COVID-19 for their employees. The rule, or emergency temporary standard (ETS) was issued through the agency’s emergency rulemaking powers and is in [29 C.F.R. 1910.501](http://redirector.microscribepub.com/?cat=cfr&loc=us&id=29&spec=1910).

This rule requires school districts with 100 or more employees (including full-time, part-time, and temporary employees like substitutes) to have in place a policy that requires full vaccination against COVID-19. For employees who do not wish to be vaccinated, the policy must provide for a requirement that employees be subject to weekly testing and use of face coverings. Medical and religious exemptions must also apply. The policies and accompanying exhibits and regulations will create additional record-keeping requirements for districts. The district has consulted with legal counsel and they recommend adoption of IASB Policy Series 403.7 and associated guidelines and documents. Please contact Mr. Stender with any questions.

* + - 1. [**403.7 – Employee Vaccination/Testing for COVID-19**](https://drive.google.com/file/d/1I_IIy7ZracEDVu8kWWK7U5U87Lzuq3Oc/view?usp=sharing)
         1. This new policy is issued in response to OSHA’s recent rule (ETS) requiring vaccinations of employees for employers with 100 or more employees. This applies to any employers who reach 100 or more employees at any time while the rule is in effect. This policy is mandatory and allows for an alternate testing and face covering procedure for employees who do not wish to be vaccinated. It also permits medical and religious exemptions. This policy also creates notice to employees that they may be subject to disciplinary action for failure to comply with the requirements of the policy.
      2. [**403.7R1 – Employee Vaccination/Testing for COVID-19 Regulation**](https://drive.google.com/file/d/1IHtpk_3JABrNzUf43_Ah9cI73hwZGWZJ/view?usp=sharing)
         1. This regulation offers additional administrative level guidance to administrative teams on the record-keeping and enforcement requirements of the policy.
      3. [**403.7R2 – Required Notices to Employees**](https://drive.google.com/file/d/1I3Nb2Ewo9dcr1TbbAR_hgckxQX7B1jrV/view?usp=sharing)
         1. This regulation offers required notices to employees in accordance with OSHA requirements.
      4. [**403.7E1 – Employee Personal Attestation of Vaccination Status**](https://drive.google.com/file/d/1Hq0Mw7qXzcSe7hcFFFCH8ipVnIqsW1l9/view?usp=sharing)
         1. This form is an option for districts to utilize to fulfill the personal attestation option of vaccination status reporting that is required by the rule.
      5. [**403.7E2 – Medical Accommodation Request Form**](https://drive.google.com/file/d/1HmhinVs6veLgTm-am3zGKp8RJstrhLhc/view?usp=sharing)
         1. This is an optional form for districts to utilize to keep record of requests for medical accommodation, and the status of whether those requests have been approved.
      6. [**403.7E3 – Religious Accommodation Request Form**](https://drive.google.com/file/d/1HX4RRZh_-bmiVAaypk8lHHS3ZEFDGW3n/view?usp=sharing)
         1. This is an optional form for districts to utilize to keep record of requests for religious accommodation, and the status of whether those requests have been approved.

**RECOMMENDATION: Approve all IASB Policy Series 403.7 and supporting documents.**

**Motion by: \_\_\_\_\_\_\_\_\_\_\_ Seconded by: \_\_\_\_\_\_\_\_\_\_\_ Those Voting: \_\_\_\_ AYE \_\_\_\_NAY**

1. **Consideration of Adjournment: Time:\_\_\_\_\_\_\_\_**

**Motion by: \_\_\_\_\_\_\_\_\_\_\_ Seconded by: \_\_\_\_\_\_\_\_\_\_\_ Those Voting: \_\_\_\_ AYE \_\_\_\_NAY**

Future meetings in Creston boardroom at 801 N. Elm Street, Creston, unless otherwise noted:

* Friday, January 14, 2022, time 12:00 p.m. (noon) Special meeting
* Monday, January 17, 2022, time 6:00 p.m. Regular board meeting