

TO: School Board Members

FROM: Sara Lein, Director of Special Services
Tye Michaels, Director of Human Resources

DATE: April 21, 2025

SUBJECT: Recommendation to Remove Policy 430, Vaccination, Testing and Face Covering

BACKGROUND:

In November 2021, the federal Occupational Safety and Health Administration (“OSHA”) announced an Emergency Temporary Standard (“ETS”) mandating that employers with 100 or more employees required employees to be vaccinated against COVID-19 or undergo weekly testing and wear face coverings. Since Minnesota had an OSHA-approved occupational safety and health program (“MNOSHA”), the adopted standard covered state and local government employers with 100 or more employees, including school districts. Minn. Stat. § 182.651, subd. 7.

The school district adopted the policy in January of 2022. The policy was meant to be temporary in nature and is no longer needed.

RESOLUTION:

BE IT RESOLVED by the School Board of School District 197 to rescind Policy 430, Vaccination, Testing and Face Covering.