

**Northland Community Schools
INDEPENDENT SCHOOL DISTRICT NO. 118
Remer, Minnesota**

SPECIAL MEETING AGENDA

**Thursday, August 13, 2020 - 5:30 PM Northland High School Room C113
316 Main St E
Remer, MN 56672**

- 1. Call to Order**
- 2. Pledge of Allegiance**
- 3. Mission Statement "Educate and inspire all learners to reach their full potential."**
- 4. Adoption of Agenda**
- 5. Audience Recognition**
- 6. New Business**
 1. Approve the hire of Kelly Jelencich-Klein as 1.0 FTE special education teacher at Little Sand Learning Center for the 2020-21 school year at BA+60 step 6, with a start date of August 31, 2020
 2. Approve district mask policy
 3. Approve the Northland Community Schools Safe Learning Plan
- 7. Adjournment**

Adopted: _____

Independent School District #118 Policy 808
Orig. 2020

Revised: _____

808 COVID-19 FACE COVERING POLICY

[Note: The Governor’s Emergency Executive Order 20-81 generally requires Minnesotans to wear a face covering in certain settings and circumstances, including in various school settings. Emergency Executive Order 20-82 states that all Minnesota public schools must adhere to parameters determined by Minnesota Department of Health (“MDH”) in implementing or shifting between in-person learning, hybrid learning and distance learning. MDH’s Safe Learning Plan for 2020-21 and the 2020-2021 Planning Guide for Schools requires school district and charter schools to develop and implement a face covering policy that is clearly posted and communicated to students, staff, families, and potential visitors to the school building. The provisions of this policy substantially reflect the requirements of the 2020-2021 Planning Guide for Schools, Executive Order 20-81, and Executive Order 20-82.]

I. PURPOSE

The purpose of this policy is to establish requirements for employees, students, and other persons (including visitors, guests, contractors, etc.) present on school property to wear face coverings in classrooms, preschool, child care settings and other indoor areas, as well as outdoor areas where a physical distance of 6 feet cannot be maintained between persons, in order to minimize exposure to COVID-19.

II. GENERAL OF STATEMENT OF POLICY

- A. The policy of the school district is to comply with Executive Order 20-81, Executive Order 20-82, and applicable face covering requirements from the Minnesota Department of Health and the Minnesota Department of Education.
- B. Face coverings are meant to protect other people in case the wearer does not know they are infected.
- C. Unless an exception described in Part IV below applies, all students, staff, and other people present indoors in school buildings and district offices or riding on school transportation vehicles are required to wear a face covering.
- D. A violation of this policy occurs when any student, staff, or other person present in a school building, in the school district office, or on a school transportation vehicle fails to wear a face covering, unless an enumerated exception applies.

III. DEFINITION OF FACE COVERING

- A. A face covering must be worn to cover the nose and mouth completely, should not be overly tight or restrictive, and should feel comfortable to wear. The following are included in the definition of face covering:
 - 1. Paper or disposable mask;
 - 2. Cloth face mask;
 - 3. Scarf;
 - 4. Neck gaiter;
 - 5. Bandana;
 - 6. Religious face covering; and
 - 7. Medical-grade masks and respirators
- B. A face shield is a clear plastic barrier that covers the face and allows visibility of facial expressions and lip movements for speech perception. A face shield should extend below the chin anteriorly, to the ears laterally, and there should be no exposed gap between the forehead and the shield's headpiece.
- C. Masks that incorporate a valve designed to facilitate easy exhaling, mesh masks, or masks with openings, holes, visible gaps in the design or material, or vents are not sufficient face coverings because they allow exhaled droplets to be released into the air.

IV. EXCEPTIONS AND ALTERNATIVES; TEMPORARY REMOVAL OF FACE COVERING

- A. Face coverings should not be placed on anyone under age 2, anyone who has trouble breathing or is unconscious, anyone who is incapacitated or otherwise unable to remove the face covering without assistance, or anyone who cannot tolerate a face covering due to a developmental, medical, or behavioral health condition.
- B. A face shield may be used as an alternative to a face covering in the following situations:
 - 1. A student in grades kindergarten through eighth grade may wear a face shield when wearing a face covering is problematic.
 - 2. A teacher of any grade level may wear a face shield when wearing a face covering may impede the educational process.

3. Staff, students, or visitors who cannot tolerate a face covering due to a developmental, medical, or behavioral health condition may wear a face shield instead of a face covering.

4. Staff providing direct support student services may wear a face shield instead of a face covering when a face covering would impede the service being provided.

C. Staff, students, and other people present in school buildings or in district offices may temporarily remove their face covering or face shield in the following situations:

1. When engaging in classes or activities conducted outdoors, though people participating in these activities should maintain six feet of distance to the extent possible;

2. When engaging in indoor physical activity where the level of exertion makes wearing a face covering difficult, though people participating in these activities should maintain six feet of distance to the extent possible;

3. During activities, such as swimming or showering, where the face covering will get wet;

4. While receiving a service, including nursing, medical, or personal care services, that cannot be performed or is difficult to perform when the individual receiving the service is wearing a face covering;

5. Pre-kindergarten students age 5 years and younger participating in programming in a school building or district office;

6. When the wearer needs to remove their face covering to eat or drink, though care should be taken to maintain as much space as possible between people while doing so;

7. During indoor practices or performances involving singing, acting, public speaking, or playing musical instruments where a face covering cannot be used while playing the instrument, though people participating in these activities should maintain six feet of distance to the extent possible;

8. When required by school staff for the purposes of identification;

9. Staff working alone in their offices, classrooms, vehicles, or job locations that have no person-to-person interaction;

10. Staff working in communal spaces that have barriers such as Plexiglas or cubicle walls between employees that are above face level; or

1. 11. When communicating with a person who is deaf or hard of hearing or has a disability, medical condition, or mental health condition that makes communication with a face covering difficult, provided that social distancing is maintained to the extent possible.

V. IMPLEMENTATION

A. This policy will be conspicuously posted in each school building and administrative office and communicated to students, staff, families, and potential visitors to the school building.

B. The school district will provide face coverings and/or face shields to employees and students. Employees and students may choose to wear their own face covering as long as it covers the nose and mouth. To the extent practicable, the school district will maintain an extra supply of face coverings for people who forget to bring their face covering.

C. The school district will teach and reinforce the use of face coverings and/or face shields for students and staff throughout the school day, including on transportation vehicles, inside school buildings, and generally when on school grounds.

D. Individuals who cannot tolerate a face covering due to a medical condition or disability related condition may be permitted to utilize alternative options such as a face shield or other reasonable accommodation. The Superintendent or designee shall have discretion to determine whether an employee, parent, or community member qualifies for a reasonable accommodation and the accommodation to be provided. For a student with a medical condition or disability, the student's education team (i.e. IEP team, Section 504 team, health plan team) will determine whether the student qualifies for a reasonable accommodation and the accommodation to be provided. As a condition to granting a reasonable accommodation, the school district may require an individual to provide a physician's note and/or other relevant information or with respect to the condition or circumstance. Requests for reasonable accommodations from the face covering requirement shall be assessed on a case-by-case basis in accordance with applicable federal and state law.

E. All face coverings shall meet the requirements of applicable dress code policies and/or codes of conduct. To the extent the face covering requirements of this policy conflict with MSBA Model Policy 504 – Student Dress and Appearance, this Policy shall control.

F. The school district will make available distance learning to its enrolled students who may be medically vulnerable or otherwise unwilling to return to in-person or hybrid learning.

VI. ENFORCEMENT; CONSEQUENCES FOR NON-COMPLIANCE

- A. In order to promote the health and safety of employees, students and members of the community, and make available a safe environment that is conducive to learning, compliance with this policy is necessary.
- B. Employees who fail or refuse to comply with this policy may be subject to discipline, as appropriate, up to and including the termination of employment.
- C. Students who fail or refuse to comply with this policy may be subject to discipline or removal from school property. Students unwilling to participate in in-person or hybrid learning in compliance with this policy will be offered distance learning.
- D. The school district may, in its discretion, report violators of this policy to law enforcement. Any individual who willfully violates Emergency Executive Order 20-81 or 20-82 is guilty of a petty misdemeanor and upon conviction must be punished by a fine not to exceed \$100. (NOTE: This does not apply to: (1) children younger than 14 years old; or (2) students 14 years old and older who are enrolled in a school identified in Paragraph 12 of Emergency Executive Order 20-81, and who are on the premises of the school for educational purposes).

Legal References: Emergency Executive Order 20-81
Emergency Executive Order 20-82
Minn. Stat. § 12.45 (Governor's Orders and Rules, Effect)
Minn. Stat. § 12.45 (Violations; Penalties)

Cross References: MSBA/MASA Model Policy 807 (Health and Safety Policy)
MSBA/MASA Model Policy 504 (Student Dress and Appearance)



NORTHLAND COMMUNITY SCHOOLS
INDEPENDENT SCHOOL DISTRICT #118

EAGLE PRIDE SCHOOL WIDE

Safe Learning Plan 2020-21



Superintendent's Message

Should we include such a slide? Many district plans have this...



Guiding Principles

Information and resources used in the making of this document:

- Minnesota Dept of Health [20-21 Planning Guide for Schools](#)
- Minnesota Dept of Education [Guidance for MN Public Schools](#)
- Face Coverings Req. [Emergency Executive Order 20-81](#)
- Input from Administrative Team and All Depts Leads
- Input from Staff, Students and Parents from Spring of 2020 Distance Learning Survey



Factors Influencing Decisions

The following factors help influence decisions:

- Safety for students, staff and parents is our number 1 priority
- Priority for in-person learning, especially for our youngest learners
- Distance Learning is an option for all learners
- The necessity to transition quickly between learning scenarios
- NCS staffing resources, including new positions & responsibilities, building capacity, other logistical resources and



Our Continued Commitments

- NCS Mission: To educate and inspire all learners to reach their full potential
- Safe learning environment
- Equity
- Eagle Pride School Wide!
- Social Emotional Wellness for students and staff
- Intentionally selected professional development to support our teachers and non-licensed staff
- Continuous improvement



Daily Schedule

- In-person learning days will generally follow the traditional school day start and end times.
- Minor alterations may be made to promote and support social distancing during arrival and dismissal times, as well as lunch time, transition times, and other times when congregating¹² of students would otherwise be naturally occurring



Instructional Approach and Delivery Models

- 2020-21 school year will be delivered through one or more of the following 3 learning scenarios:
 - Scenario 1: In-person Learning for all students
 - Scenario 2: Hybrid model with strict social distancing and capacity limits.
 - Scenario 3: Distance learning only
- **Parents can choose Distance Learning option for their child under any scenario**
- Possible combination of scenarios will include:
 - In person for all grades + Distance Learning (D.L.) option
 - In person for elementary, Hybrid for secondary + D.L.
 - Hybrid for all grades + D.L.
 - Hybrid for Elementary, D.L. for Secondary
 - D.L. for all



Transitioning Between Models

- **County Health Metrics, along with local and school level health data will be used to determine which scenario or combination of scenarios the school is able to implemented at any time**
- Parents are encouraged to choose the schools learning model or distance learning model based on their own child's unique needs and preferences
- NCS will ask students to register for preferred learning scenario, and will be asked to make final decision before third week of school.
- Students can transition to Distance Learning at anytime, but may be required to remain in D.L. until the end of current quarter.
- Student can transition from Distance Learning to in-person or hybrid, during first two weeks of school, or at quarter change.



In-Person Learning

- K-12 four days per week onsite, (M,T,Th,F)
- Elementary D.L. are assigned to one of two title teachers (K-2; 3-6)
- Secondary D.L. instruction is provided by secondary teachers
- Wednesday is a multi-purpose day:
 - D.L. instruction for ALL students
 - additional cleaning, materials and food deliveries
 - additional prep, PD, collaboration time
 - additional student contact time (or parent support) by appointment



Hybrid Learning

- K-1 four days/week (M,T,Th,F)
- D.L. are assigned to one of two title teachers (K-2; 3-6)
- 2-12 two days/week on a/b rotation (a,b, ~~W~~, a, b)
- secondary D.L. instruction is provided by secondary teachers.
- Wednesday is a multi-purpose day:
 - D.L. instruction for ALL students
 - additional cleaning, materials and food deliveries
 - additional prep, PD, collaboration time
 - additional student contact time (or parent support) by appointment



Distance Learning

- All students will receive remote instruction
- Instructional emphasis:
 - Strengthening and maintaining positive student-teacher relationships
 - providing opportunities for students to have remote interaction with peers, discuss and process information in small groups, and to hear from and respond to others thoughts and contributions
 - Critical Learning Standards



Grading

- In-person Learning
 - Grading will be consistent with traditional practices, with letter or number grades being comprised of daily work, assignments, assessments, participation and/or engagement
- Hybrid or Distance Learning
 - Grading will reflect learning, work completion and school engagement
 - Grades will be based on evidence of mastery of a subject. That mastery can be demonstrated in a variety of ways to allow for equity among learners
- Grades for all scenarios may include A-F, Pass/Fail, among others



Covid-19 Program Coordinator

- Jon Payne will take on the responsibilities of the Covid-19 Program Coordinator, and work in conjunction with the school nurse and health care assistant to communicate concerns, challenges, lessons learned related to Covid-19, and preventive activities as needed with staff, students/families, school and district leadership, and local health officials.



Materials and Food Deliveries for D.L.

- Buses will continue to deliver learning materials and meals to Distance Learners, during all scenarios
- Based on staff availability, Materials and Meals deliveries will occur weekly, on Wednesdays, while school is implementing in-person or hybrid learning



SPED

- Services provided may be a combination of in-person, hybrid or distance learning depending on scenario
- Services will focus on establishing/maintaining healthy relationships
- Full week schedules may be implemented to meet needs of high-needs learners during Hybrid learning model



Social Distancing and Minimizing Exposure

Students education will emphasize healthy behaviors, providing additional instruction, time and attention to supporting the following:

- Promoting Social Distancing
- Increased hand washing
- Wearing of face coverings



More on Face Coverings

- Face coverings help protect others around the wearer from asymptomatic transmission
- **All students, staff, and other people present in school buildings and district offices or riding on school transportation vehicles are required to wear a face covering.**
- NCS will provide each student and staff with face coverings. We encourage families to provide their children their own preferred masks, when possible.
- Note from medical provider may be required for exceptions to wearing cloth face coverings
- Face shields will be permitted for those unable to wear cloth face coverings



Protecting Vulnerable Populations

- COVID-19 Coordinator will provide a point of contact/process for any student/families and staff to self-identify as high risk for illness due to Covid -19.
- **Distance learning is available for any enrolled students during all scenarios.**
- Alternative work assignments may be made available for vulnerable staff.
- Face coverings are required for the protection of all people, not just the wearer



Monitoring and Excluding for Illness

- To prevent the spread of illness, screening begins at home, before students leave for school.
- Parents and guardians should **NOT** send symptomatic children to school. **When in doubt, keep your student home.**
- Once at school, students showing COVID-19 symptoms (or other signs of illness) will be directed to the Covid-19 coordinator for further evaluation and to await for parent pick-up, as deemed necessary.
- NCS will follow the [MDH Decision Tree for People with COVID-19 systems](#)



Transportation

- After careful review, routes were adjusted to limit the number of people in transportation vehicles to 50% maximum occupancy.
- These adjustments were made to ensure consistency in routes across in-person and hybrid scenarios
- Also, with limited exceptions, district provided transportation will no longer be available for elementary students residing within 1 mile of school and high school students within 2 miles of the school.
- A crossing guard will be stationed at the intersection of hwy 200 and 3rd avenue.



Mental Health and Wellness

We at Northland Community Schools recognize that students mental health is an important contributing factor to your child's overall social and emotional wellbeing. School social workers and guidance counselor are still available to work with students during this time. This can be a very stressful time for children and families and we are here to help. The following are a few of the continued supports that will be provided:

- Social Emotional Learning curriculum for all K-6 students
- AVID homeroom for junior high students
- Licensed Support Staff accessible by phone, zoom, email, and student and/or parent meeting (when health metrics allows)
- Northhomes services will continue to be provided throughout the school year

NCS is also the recipient of a Social Emotional Wellness grant through the MN Dept of Education. This grant helps support social emotional health and resilience for both students and staff. Additionally, regular wellness meetings will be provided for those staff who may be interested.



Facilities and Cleaning

- Additional staff member approved for hire to follow government guidance on disinfecting high-touch surfaces such as door handles, desks and tables, bathroom surfaces, stair handrails, locker triggers, etc. during the day.
- Special consideration will²⁸ be taken to avoid chemical exposure to students.