

## **FAQ for staff during COVID 19**

What are my employee rights for emergency paid sick leave and expanded medical leave during the Covid-19 crisis? **The Families First Coronavirus Response Act (FFCRA or Act)** requires certain employers to provide employees with paid sick leave or expanded family and medical leave for specified reasons related to COVID-19. The Department of Labor's (Department) Wage and Hour Division (WHD) administers and enforces the new law's paid leave requirements. These provisions will apply from the effective date through December 31, 2020.

**\*Information on employee rights can be found on the District website under Employee Resources.**

What will the school schedule look like when we return to school in September?

**The Re-Opening Task Force has recommended a Phase 2 opening, Blue/Gold hybrid schedule. This means half the student population is on school grounds, attending a half-day schedule; the other half is learning remotely. This allows for a mix of in-person and remote learning with maximum social distancing. Staff/Students would be required to wear face coverings while in school. For specific questions about individual teacher schedules please contact your building Principal.**

What are my rights if I have a medical condition that puts me at higher risk of serious illness if I contract COVID-19? **The Americans with Disabilities Act (ADA)** is a federal law requiring that employers make reasonable accommodations to the known physical or mental limitations of otherwise qualified individuals with disabilities. You should consult with your medical provider about any health conditions you have and what precautions are generally recommended by the CDC and specifically advised by your medical provider to reduce your risk of contracting COVID-19. Older age alone is not considered a disability, but you may consult with your medical provider to see if you have any prevalent health conditions. Requests for accommodations should be made in writing to Mr. Koutsogiannis, Superintendent of Schools.

What are the minimum basic requirements of a "live online" lesson? **Teachers and students login virtually, take attendance, introduce the lesson, review questions and model activities. Students can work on independent practice/activities.**

What sanitation materials will teachers be provided on a daily basis to disinfect classrooms? **All teachers will be provided with disinfectant wipes. Teachers are expected to wipe down their work surfaces and common areas. Students must wipe down their desks, chairs and any other personal items. Sanitizing stations have been placed in every classroom.**

What PPE will be provided for each teacher? **Washable, cloth masks will be provided to all staff. Shields and gloves will be available for staff who request them.**

What technology will be provided for each teacher for remote instruction? Teachers have been issued iPads for instructional purposes. The district has also purchased laptops for all instructional staff.

How will we socially distance in the hallways, especially during high traffic times such as period changes? The HS/MS schedule only has 4 periods in a day. This cuts down on the frequency of passing times. In addition, we have purchased signs as reminders for staff and students to socially distance and masks will be required. Finally, we will be staggering our dismissal times by grade levels, and students will not be allowed to use hallway lockers.

How can we ensure all air conditioners and HVAC systems have appropriate screens in order to circulate filtered, clean air? What about certain classrooms that have no windows or ventilations? All HVAC systems will be serviced and filters changed according to manufacturer's recommendations.