

FREQUENTLY ASKED QUESTIONS – PCSD 25 STAFF

Updated: *January 6, 2021*

This FAQ document will be updated with additional FAQs as more details become available. Please note: the reopening of schools is an evolving, much-discussed issue in Idaho and the United States in general. More guidance and even law may emerge as summer 2020 progresses. Therefore, the information provided here refers to information available as of *January 6, 2021*. Some of these topics will likely need to be explored again as the 2020-2021 school year approaches, and even as the 2020-2021 school year progresses, and/or COVID-19 develops.



Please also make sure to review [The Roadmap to the 2020-2021 School Year](#), which is flexible, allowing the district to make adjustments as needed depending on the spread of COVID-19. *The Roadmap is intended to be a fluid document and subject to change as more information becomes available.*

Updated January 6, 2021

<p><i>WHAT DO I NEED TO KNOW ABOUT THE FAMILIES FIRST CORONAVIRUS RESPONSE ACT (FFCRA)?</i></p> <p>Please note: The FFCRA provisions expired December 31, 2020.</p>	<p>Under the Families First Coronavirus Response Act (FFCRA), an employee is entitled to take leave related to COVID-19 if the employee is unable to work because he or she:</p> <ol style="list-style-type: none">1. Is subject to a federal, state or local quarantine or isolation order.2. Has been advised by a health care provider to self-quarantine.3. Is experiencing symptoms associated with COVID-19 and is seeking a medical diagnosis.4. Is caring for an individual subject to a quarantine or isolation order.5. Is caring for a child whose school or place of care is closed or unavailable due to coronavirus-related reasons.6. Is experiencing any other substantially similar condition specified by the U.S. Department of Health and Human Services. The agency has not specified any other substantially similar condition as of yet. <p>Up to two weeks of paid sick leave is available to qualifying employees. For the first three reasons, the amount of pay is based on either the employee's regular rate of pay or the applicable state or minimum wage, whichever is higher, and it is to be paid at 100 percent, up to \$511 daily and \$5,110 total. For the fourth and sixth reasons, the amount of pay is two-thirds of either the employee's regular rate of pay or two-thirds of the applicable state or federal minimum wage, whichever is higher, up to \$200 daily and \$2,000 total.</p> <p>Pertaining to reason #5 above, an additional 10 weeks of partially paid expanded family and medical leave is available to some employees when their children's school or place of child care is closed. The payment amount in this instance is two-thirds of either the employee's regular rate or the applicable state or minimum wage, whichever is higher, up to \$200 daily and \$12,000 total (\$10,000 plus up to \$2,000 of unused paid sick leave if applied to the first 10 days). To be eligible for this leave, an employee must have been employed for at least 30 days prior to his or her leave request and fill out the proper FMLA paperwork.</p> <p>Please note: The FFCRA provisions expired December 31, 2020.</p>
---	---

<i>IS THERE POTENTIAL FOR THE FFCRA TO BE RENEWED OR EXTENDED?</i>	We will be monitoring any updates regarding the FFCRA and any other stimulus incentives in relation to Covid-19 and we will communicate those to PCSD 25 staff members.
<i>WILL STAFF MEMBERS BE REQUIRED TO USE THEIR OWN SICK LEAVE?</i>	If a staff member becomes ill and is confirmed with a positive test result for COVID-19, they will be eligible for the FFCRA (see above). These provisions will apply from the effective date through December 31, 2020.
<i>WHEN WILL THE COVID-19 VACCINE BE MADE AVAILABLE TO EDUCATORS AND STAFF MEMBERS?</i>	<p>Southeastern Idaho Public Health anticipates that educators and staff will begin to receive COVID-19 vaccinations in February. The vaccine requires two doses, spaced either 21 or 28 days apart, depending upon the manufacturer, for maximum protection. Accordingly, it will likely be mid to late March or April for all educators/staff who wish to be vaccinated to complete the two-dose series. Please understand that this timeline may vary based upon the amount of vaccine received in our 8-county region.</p> <p>Vaccination Schedule: https://siphidaho.org/psa/2020/dec/WhencanIgetaCOVIDvaccine.pdf</p>
<i>HOW WILL I RECEIVE THE VACCINE?</i>	We are working in consultation with SIPH and will release details about the distribution of the vaccine once those details and dates are finalized.
<i>ARE THERE ANY UPCOMING SCHEDULE CHANGES STAFF MEMBERS NEED TO BE AWARE OF?</i>	Observance of upcoming holidays will result in hybrid schedule changes for secondary learners. Due to no school Monday, January 18 and Monday, February 15: Group A learners will attend school Wednesdays and Fridays of those weeks. https://www.sd25.us/Content2/back-to-school-20-21
<i>HOW WILL THE GOVERNOR'S HIGH SCHOOL ATHLETIC PLAN FOR SPECTATORS IMPACT PCSD 25 ATHLETICS?</i>	The Idaho Governor's High School Athletic Plan for spectators, released on December 30, allows two spectators per student athlete at an event. The change allows high school athletes to each invite two spectators to their home and away games. Cheerleaders are allowed to invite two spectators to home games only. The spectators and hosting schools have to abide by strict guidelines. PCSD 25 requires that face coverings must be worn at all times. The Governor's order specifies that 12-feet of physical distancing is required from non-household members. For more information, please refer to: https://www.sd25.us/athleticplan

Updated September 30, 2020

QUESTION	ANSWER
<p><i>WHAT DOES THE "CRITICAL INFRASTRUCTURE WORKER" DESIGNATION MEAN FOR ANY STAFF MEMBER WHO IS IDENTIFIED THROUGH THE CONTACT TRACING PROCESS AS A CLOSE CONTACT OF A CONFIRMED POSITIVE CASE OF COVID-19?</i></p> <p>Protocol for Critical Infrastructure Workers and Employers:</p> <p>State Department of Idaho – Teachers are essential critical infrastructure https://www.sde.idaho.gov/re-opening/files/operations/Teachers-are-essential-critical-infrastructure.pdf</p> <p>CDC – Safety Practices for Critical Infrastructure Workers https://www.cdc.gov/coronavirus/2019-ncov/downloads/critical-workers-implementing-safety-practices.pdf</p>	<p>As defined by the Department of Homeland Security, administrators, teachers and other school staff are designated as essential critical infrastructure workers. According to the CDC, "Critical infrastructure is imperative during the response to COVID-19 emergency for both public health and safety as well as community well-being." Recognizing this challenge in educational settings, the CDC has provided latitude for school districts with regard to staff isolation related to the COVID-19 pandemic.</p> <p>Any PCSD 25 staff member who is identified through the contact tracing process as a close contact of a confirmed case shall continue working in-person under the following conditions:</p> <ul style="list-style-type: none"> • The individual is asymptomatic. The individual will self-monitor for symptoms, and if he/she becomes symptomatic at any time, will immediately begin to isolate at home. • The individual wears a face mask and remains physically distanced 6-ft from others, especially when eating and not wearing a mask. • The individual should refrain from attending any extracurricular school events and is otherwise following quarantine protocol when not working. <p>A staff member may choose to self-isolate. In this instance, the staff member will be required to use personal or sick leave.</p> <p>As a reminder, any staff member who has tested positive for COVID-19 must isolate for ten (10) days and may not return to work until the end of the isolation period and is symptom free for at least 24-hours. Staff members with proper documentation for a confirmed positive case may use "covid days" – see Families First Coronavirus Response Act.</p>

Updated August 27, 2020

QUESTION	ANSWER
<p><i>WHY DOES THE FACE COVERING MANDATE INCLUDE THE ABILITY TO WEAR FACE SHIELDS?</i></p>	<p>On Tuesday, July 21, the Board of Trustees adopted PCSD 25's Roadmap, mandating that face coverings are required for staff members, learners and visitors until further notice. As stated in the Roadmap, approved face coverings include cloth masks, clear face shields and/or safety goggles. Staff, learners and visitors are required to wear a face shield or cloth mask. Information will be provided to staff, learners and families on proper use, removal and washing of cloth masks. The district will be sensitive to the needs of learners and staff with medical issues that make wearing a face covering inadvisable</p>

QUESTION	ANSWER
<p><i>HOW OFTEN WILL PCSD 25 REASSESS THE NEED TO TRANSITION BETWEEN THE INSTRUCTIONAL MODELS DEPENDING ON WHICH CATEGORY WE ARE IN?</i></p>	<p>As the governing body of our local school district, the PCSD 25 Board of Trustees has the ultimate authority to determine how and when we transition between instructional models. These decisions will be made in consultation with the Southeastern Idaho Public Health Department and PCSD 25 administration team. The Board will meet to reassess our current model on Friday, September 4 and determine if it is safe to return fully to in-person instruction, continue with the modified traditional model (elementary) and hybrid model (secondary), or transition to remote learning.</p> <p>Please note: Due to the fluid nature of the COVID-19 pandemic, it is in the best interest of our learners and staff to avoid shifting back and forth between instructional models. To ensure the most effective transition for learners and staff, considerations will be made about the potential to maintain the same instructional model through mid-trimester or the end of the trimester, unless conditions warrant an immediate transition to a more remote-based model.</p>
QUESTION	ANSWER
<p><i>WHAT CRITERIA WILL WE PCSD 25 USE TO CLOSE SCHOOLS?</i></p>	<p>We will work in consultation with the Southeastern Idaho Public Health Department on a case-by-case basis to determine the severity of spread and subsequent requirement to close schools and shift to remote learning. Please carefully review: Planning for Positive or Probable COVID-19 Cases in a School Setting</p>
<p><i>IF I AM EXPOSED TO AN INDIVIDUAL WHO HAS TESTED POSITIVE FOR COVID-19, WILL I AUTOMATICALLY HAVE TO QUARANTINE?</i></p>	<p>Please carefully review: Planning for Positive or Probable COVID-19 Cases in a School Setting</p>
<p><i>WILL I BE REQUIRED TO USE MY OWN DAYS IF I AM REQUIRED TO QUARANTINE? WHAT IF I AM REQUIRED TO QUARANTINE MORE THAN ONCE?</i></p>	<p>As we've seen already, every COVID-19 quarantine situation is going to be different. As each situation arises, we will be progressive and creative in determining the appropriate steps moving forward in order to maintain continuity of learning to the best of our ability.</p>
<p><i>IF I AM OUT FOR TWO DAYS WITH A COLD OR OTHER MINOR ILLNESS, MAY I RETURN TO SCHOOL WITHOUT GETTING TESTED FOR COVID-19?</i></p>	<p>Yes. We are encouraging learners, staff members and visitors to self-monitor for symptoms and stay home when feeling ill. If you are experiencing any symptoms of COVID-19, you should contact your health care provider. If you are not experiencing any COVID-symptoms, you may return to work without a test when symptoms have been resolved for at least 48 hours with no medication.</p>
<p><i>WHAT IF SOMEONE IN MY HOUSEHOLD TESTS POSITIVE FOR COVID-19? CAN I STILL SEND MY CHILD/CHILDREN TO SCHOOL?</i></p>	<p>If someone in your household tests positive for COVID-19, all household members are required to quarantine at home.</p>
<p><i>IF MY CHILD IS REQUIRED TO QUARANTINE FOR 14 DAYS AND NEEDS MY DIRECT SUPERVISION, HOW WILL THAT IMPACT MY JOB?</i></p>	<p>As the parent of a learner that is required to quarantine, you will be eligible for the Families First Coronavirus Response Act (FFCRA). Per the U.S. Department of Labor: <i>Two weeks (up to 80 hours) of paid sick leave at two-thirds of the employee's regular rate of pay</i> because the employee is unable to work because of a bona fide need to care of an individual subject to quarantine. See below for a description of FFCRA.</p>

<i>HOW MANY TIMES AM I ELIGIBLE TO APPLY FOR THE FAMILIES FIRST CORONAVIRUS RESPONSE ACT (FFCRA)</i>	At this time, individuals are eligible for the FFCRA once for the duration of the act (End date: December 31, 2020). See below for a description of FFCRA.
<i>IF I PREVIOUSLY USED DAYS/HOURS FROM THE FFCRA, MAY I USE ADDITIONAL DAYS/HOURS, IF NEEDED?</i>	Employees are limited to a total of 80 hours of paid sick leave under the FFCRA. If you have already used some days/hours of FFCRA but have not reached the 80 hours limit, you may still be eligible to use additional hours until that capacity is reached. Contact PCSD 25 Human Resources for more information.
<i>WHO IS ELIGIBLE TO RECEIVE THE FAMILIES FIRST CORONA VIRUS ACT (FFCRA)?</i>	PCSD 25 staff members that are employed less than 32 hours per week qualify for 40 hours of FFCRA. PCSD 25 staff members that are employed for 32 hours per week and above qualify for 80 hours of FFCRA.
<i>IF A LEARNER OR STAFF MEMBER IS REQUIRED TO GET TESTED FOR A MEDICAL PROCEDURE (NO SYMPTOMS), IS THAT INDIVIDUAL REQUIRED TO STAY OUT UNTIL THE RESULTS COME BACK?</i>	No, a person would not have to stay out for this reason.
<i>WHAT IF I AM REQUIRED TO QUARANTINE, GET TESTED, AND MY TEST RESULT IS NEGATIVE? MAY I RETURN TO SCHOOL PRIOR TO THE QUARANTINE RELEASE DATE?</i>	It would depend upon the timing of the test. If someone gets tested too soon after an exposure, a test may not pick up a recent infection. If the test is conducted 5+ days after the most recent exposure, and the test is negative, and the person has no symptoms, then an early release from quarantine may be considered.
QUESTION	ANSWER
<i>ARE THERE ANY TRAVEL RESTRICTIONS ENFORCED BY PCSD 25?</i>	No. While PCSD 25 is currently not authorizing any out-of-state business-related travel, we do not currently have any travel restrictions in place. Please note, however, that travel restrictions are in place in many areas of the country, as well as internationally. If you plan to travel for personal reasons, it is up to you to understand the current risk of travel, which includes being potentially stranded due to government travel restrictions and/or subject to a federally mandated quarantine upon your return. Should it then be necessary for you to quarantine upon return from your personal travel, you will be required to use your personal or sick leave to cover your absence.
<i>WILL LEARNERS BE PROVIDED WITH MASK BREAKS?</i>	Yes. Mask breaks should be incorporated when appropriate physical distancing is possible and will be determined by each school/classroom on a case-by-case basis.
<i>WHAT IS BEING DONE TO PROTECT OUR SUBSTITUTE TEACHERS? WILL THEY BE TOLD WHEN THEY ACCEPT A JOB IF THE TEACHER IS ABSENT DUE TO COVID?</i>	Each substitute received a district-provided face shield and will have access to all other PPE provided to PCSD 25 schools. A substitute always has the opportunity to accept or decline a job; however, due to privacy laws, no personal information will be disclosed regarding teacher absences.

Updated July 29, 2020

QUESTION	ANSWER
<i>HOW DOES PCSD 25 PLAN TO START THE SCHOOL YEAR?</i>	Working in consultation with the Southeastern Idaho Public Health Department, we have established Tuesday, August 11 as the deadline to announce our final decision regarding which instructional model will start the school year: Traditional; Traditional Modified; Hybrid; or Remote Learning. For details regarding the instructional models related to Categories 1, 2 & 3, refer to the Roadmap.

LEARNING TODAY FOR THE POSSIBILITIES OF TOMORROW

3115 Pole Line Road, Pocatello, ID 83201 | 208.232.3563 | www.sd25.us

QUESTION	ANSWER
<i>HOW STRICT IS THE DEADLINE FOR ENROLLING IN THE ONLINE LEARNING PROGRAM (OLP)?</i>	Very strict—we have to plan for staffing. The deadline to enroll in online classes is August 4 for elementary learners and August 14 for secondary learners.
<i>IS THERE ANY PLAN TO SUPPLEMENT ELECTIVE CLASSES FOR SECONDARY LEARNERS IF THEY CHOOSE THE OLP?</i>	Not at this time.
<i>IF LEARNER'S CHOOSE TO ENROLL IN THE OLP, CAN THEY ATTEND CLASSES SUCH AS MUSIC IN PERSON?</i>	No, enrollment in the OLP is all or none.
<i>IS THERE TUTORIAL SUPPORT FOR APEX?</i>	APEX is a comprehensive online program that includes direct instruction, study guides and assessments. There will be a teacher of record (TOR) for each subject and students can send email questions to the TOR. The TOR will be required to respond within 24 hours.
QUESTION	ANSWER
<i>HOW WILL CHROMEBOOKS BE DISTRIBUTED FOR THE 1:1 PROGRAM?</i>	Chromebooks will be distributed as follows: <ul style="list-style-type: none"> • High School: During schedule pick-up • Middle School: First day of school • Elementary School: TBD
<i>IF PARENTS CHOOSE TO ENROLL IN THE OLP, WILL THAT LEARNER BE ABLE TO RETURN TO THEIR SCHOOL AT THE BEGINNING OF THE NEXT TRIMESTER/SCHOOL YEAR?</i>	Yes, if the school is not at capacity in that grade level.
<i>ARE YOU WORKING TO CREATE PROCEDURES FOR THE MEDIA CENTER AND HOW TO CHECK-OUT BOOKS?</i>	Yes.
<i>HOW WILL BAND, CHOIR AND P.E. CLASSES BE ADDRESSED?</i>	Choir and PE classes will be wearing masks where physical distancing isn't possible. PE classes will be outside as much as possible. Band – learners will wear masks while they are not actively playing. Learners will empty spit valves on disposable pads. At the elementary level, principals are currently working with their BLT to come up with a plan.
<p><i>QUESTIONS REGARDING SPECIAL SERVICES:</i></p> <p>If a student who has an IEP choose to do online learning, who is that student's case manager? </p> <p>How will IEP meetings be held for the coming year? </p>	<p>Our Director and member of our Special Services team have been meeting over the summer to determine how to best serve our learners. The SDE will be pushing out guidance regarding specific IEP processes and that guidance will be forwarded to our SpEd teachers either through an email link or via Google Meet.</p> <p>The following link is the latest guidance from the SDE which provides assistance on how to complete assessments, IEP meetings and other details: https://www.sde.idaho.gov/coronavirus/sped/SPED-COVID-19-Q-A-06-03-2020.pdf The SDE gave us a great deal of flexibility with respect to how a student's IEP can be changed through the Written Notice process; which allows for a more targeted approach to meeting</p>

<p>If we go to remote or a hybrid stage, how is the IEP affected that calls for a certain number of minutes instruction?</p>	<p>service minutes. Information changes rapidly and SpEd guidance from the SDE will evolve as the year moves forward.</p> <p>Continued on next page...</p>
<p><i>WHAT HAPPENS IF PARENTS WON'T PICK UP LEARNERS WHO ARE FEELING ILL?</i></p>	<p>Emergency contacts will be called. Learners who are not feeling will wait in an isolation room for their parents or emergency contact to pick them up.</p>
<p><i>WHAT DECISIONS HAVE BEEN MADE ABOUT AFTER SCHOOL PROGRAMS SUCH AS STRINGS?</i></p>	<p>At this time, any decisions about after school programs, including strings, are pending. We will update this question as decisions are finalized.</p>
<p><i>WILL THE DISINFECTANT SPRAY WORK ON CARPET AND OTHER SOFT MATERIALS?</i></p>	<p>Yes, it will work on any hard or soft surfaces. The disinfectant spray is not meant to be sprayed on individuals or their clothing.</p>
<p>QUESTION</p>	<p>ANSWER</p>
<p><i>WILL DISINFECTANT WIPES ALSO BE PROVIDED TO TEACHERS?</i></p>	<p>PCSD 25 is not providing disinfectant wipes since these are largely unavailable due to the high demand and the District is not able to secure delivery only to a minimal extent on this particular item. The spray disinfectant bottles are provided to cover this need.</p>
<p><i>HOW WILL EVALUATIONS BE COMPLETED ESPECIALLY IF WE GO TO REMOTE LEARNING?</i></p>	<p>We will follow Policy 7202 Teacher Supervision and Evaluation of Certificated and Professional Staff. Last year some of our teachers were evaluated based on remote learning. If we are in the specified category when evaluations are due we will proceed in the same fashion.</p>
<p><i>WHAT SORT OF COUNSELING/MENTAL HEALTH SUPPORT WILL BE PROVIDED IN THE EVENT OF THE DEATH OF A STAFF MEMBER OR LEARNER?</i></p>	<p>When our district faces the tragedy of a death of one of our learners or staff members first and foremost we set up an opportunity for our school counselors from other buildings to offer their services to the school or community in need. We will also continue with our EAP services through Pacific Source. We will be looking at strengthening our social emotional curriculum to assist our learners as we start the new school year.</p>
<p><i>WILL PROFESSIONAL DEVELOPMENT BE ONLINE, IN-PERSON OR A MIXTURE OF BOTH?</i></p>	<p>The format for PD will likely depend on the number of people. Instruction CAMPs, for example, generally occur in someone's classroom. At the secondary level, groups tend to be smaller and would allow for physical distancing. At the elementary level, CAMPs are often larger. In this case, we may have to consider Google Meet or perhaps move these camps to media centers where people can physically distance themselves. We have new teacher training scheduled the week of 8/10. Secondary will be at the ED Center and Elementary will be at Gateway (thereby allowing for physical distancing). The PD the first week of school (Doug Fisher on 8/18 and diversity training 8/21) will all be delivered virtually and staff can participate from their school, likely in small groups, physically distanced, so there is opportunity to collaborate during the training.</p>
<p><i>WILL PCSD 25 BE REQUESTING A WAIVER FOR ISATS?</i></p>	<p>The state has provided us with test dates for the coming school year and we will prepare as if we are administering all state-required testing. Beyond that, we just won't know until we get into the school year and we see how things progress.</p>

QUESTION	ANSWER
<p><i>HOW DOES PCSD 25 PLAN TO START THE SCHOOL YEAR?</i></p>	<p>The first day of school is Monday, August 24.</p> <p>The instructional model used to begin the year will be dependent upon the category currently assigned to Bannock County at that time (as defined by state and local health departments – see below). The PCSD 25 leadership team has been working on the Roadmap for fall since school ended on May 28, 2020. Our goal is to keep our staff and learners safe in school and moving forward in their learning. The Governor’s office, the State Board of Education and the State Department of Education classify education under essential businesses for the State of Idaho. We understand there is a heightened level of general anxiety surrounding returning to school. Reasonable accommodations will be made to reduce the risk of exposure to COVID-19.</p>
<p><i>HOW WILL THE TRANSITION BETWEEN CATEGORIES BE DETERMINED? Cont.</i></p>	<p><i>Southeastern Idaho Public Health Department’s:</i> COVID-19 Regional Response Plan</p> <p>The decision to transition between categories 1, 2, 3 will be made in conjunction with state and/or local health agencies following the Governor’s Rebound Idaho plan and Southeastern Idaho Public Health’s (SIPH) COVID-19 Regional Response Plan. We are in daily contact with the SIPH leadership as we work to develop and finalize our plans for the fall. We will continue to be in daily contact with SIPH leadership as we get closer to the first day of school and progress through the school year.</p> <p>What to know about SIPH’s COVID-19 Risk Levels (from DRAFT plan):</p> <ul style="list-style-type: none"> • The risk levels may be applied at a town, city, county, geographic, or regional level. • Different parts of SIPH’s region may be at different risk levels. Risk levels can increase or decrease. Movement from one risk level to a lesser risk level will occur at 14-day intervals (one incubation period for COVID-19), while advancement to a level of higher risk can occur at any time. • In general, the risk levels are cumulative. For example, the Minimal Risk level is the baseline. Always prepare for the next risk level. • In addition to those metrics determining exposure risk, public health officials also will be closely monitoring and take into consideration for movement to a different risk level the following: <ul style="list-style-type: none"> ○ Input from our healthcare partners prior to data being available for decision-making ○ Trends in positive cases of COVID-19, including positivity rate of testing, and turnaround time of test results ○ Supplies of Personal Protective Equipment for healthcare providers/first responders ○ Effectiveness of Contact Tracing ○ COVID-related hospitalizations & deaths ○ Healthcare provider (emergency departments, urgent care centers, a sampling of primary care providers) visits with COVID-like symptoms.

QUESTION	ANSWER
<p><i>WILL FACE COVERINGS BE REQUIRED FOR STAFF MEMBERS AND LEARNERS?</i></p>	<p>On Tuesday, July 21, the Board of Trustees adopted PCSD 25’s Roadmap, mandating that face coverings are required for both staff members and learners until further notice. The Centers for Disease Control and Prevention (CDC) “Considerations for Schools” says schools should “Teach and reinforce use of cloth face coverings. Face coverings may be challenging for students (especially younger students) to wear in all-day settings such as school. Face coverings should be worn by staff and students (particularly older students) as feasible, and are most essential in times when physical distancing is difficult.”</p> <p>The CDC does caution that “cloth face coverings should not be placed on children younger than 2 years old; anyone who has trouble breathing or is unconscious; anyone who is incapacitated or otherwise unable to remove the cloth face covering without assistance.” For the most part, school students will not typically fall into these categories.</p>
<p><i>WHAT IS THE CARES ACT AND WHAT DOES IT COVER?</i></p>	<p>The CARES Act provides fast and direct economic assistance for American workers and families, small businesses, and preserves jobs for American industries. Under the CARES Act, LEAs (local school districts) have broad latitude about the uses of funds, but it is expected that most of the emergency funding will go toward services like cleaning, equipment to protect student and teacher health, teacher training in remote instruction, and distance education tools.</p>

QUESTION	ANSWER
<p>WHAT DO I NEED TO KNOW ABOUT THE FAMILIES FIRST CORONAVIRUS RESPONSE ACT (FFCRA)?</p>	<p>Under the Families First Coronavirus Response Act (FFCRA), an employee is entitled to take leave related to COVID-19 if the employee is unable to work because he or she:</p> <ol style="list-style-type: none"> 7. Is subject to a federal, state or local quarantine or isolation order. 8. Has been advised by a health care provider to self-quarantine. 9. Is experiencing symptoms associated with COVID-19 and is seeking a medical diagnosis. 10. Is caring for an individual subject to a quarantine or isolation order. 11. Is caring for a child whose school or place of care is closed or unavailable due to coronavirus-related reasons. 12. Is experiencing any other substantially similar condition specified by the U.S. Department of Health and Human Services. The agency has not specified any other substantially similar condition as of yet. <p>Up to two weeks of paid sick leave is available to qualifying employees. For the first three reasons, the amount of pay is based on either the employee's regular rate of pay or the applicable state or minimum wage, whichever is higher, and it is to be paid at 100 percent, up to \$511 daily and \$5,110 total. For the fourth and sixth reasons, the amount of pay is two-thirds of either the employee's regular rate of pay or two-thirds of the applicable state or federal minimum wage, whichever is higher, up to \$200 daily and \$2,000 total.</p> <p>Pertaining to reason #5 above, an additional 10 weeks of partially paid expanded family and medical leave is available to some employees when their children's school or place of child care is closed. The payment amount in this instance is two-thirds of either the employee's regular rate or the applicable state or minimum wage, whichever is higher, up to \$200 daily and \$12,000 total (\$10,000 plus up to \$2,000 of unused paid sick leave if applied to the first 10 days). To be eligible for this leave, an employee must have been employed for at least 30 days prior to his or her leave request and fill out the proper FMLA paperwork.</p> <p>These provisions will apply from the effective date through December 31, 2020.</p>
<p>WILL STAFF MEMBERS BE REQUIRED TO USE THEIR OWN SICK LEAVE?</p>	<p>If a staff member becomes ill and is confirmed with a positive test result for COVID-19, they will be eligible for the FFCRA (see above). These provisions will apply from the effective date through December 31, 2020.</p>

QUESTION	ANSWER
<i>WILL STAFF MEMBERS BE REQUIRED TO USE THEIR OWN SICK LEAVE IF THEY ARE REQUIRED TO SELF-QUARANTINE?</i>	If a classroom or school is required to quarantine due to a confirmed case or cases of COVID-19, alternate methods, which may include remote learning, will be implemented on a case-by-case basis to help alleviate the required use of personal sick days for staff members.
<i>WHAT PERSONAL PROTECTIVE EQUIPMENT (PPE) WILL PCSD 25 PROVIDE TO STAFF/CLASSROOMS, ACCOMMODATING THOSE WHO MAY BE AFRAID TO RETURN TO WORK/SCHOOL?</i>	<p>PPE provided by PCSD 25:</p> <ul style="list-style-type: none"> • Face shields (staff members may provide their own face coverings) • Spray bottle with no-wipe disinfectant solution • Gloves • Safety glasses • Hand-sanitizer • Sneeze guards in high traffic areas • Signage; floor and/or wall markings; communication; community education • All PCSD 25 facilities have up-to-date HVAC systems that are closely monitored through a direct digital control (ddc) system. Ventilation recirculates 6-8 times per hour in each building room. <p>Roles & Responsibilities:</p> <ol style="list-style-type: none"> 1. Staff members are expected to frequently disinfect high-touch surfaces in their teaching or work areas, including: <ul style="list-style-type: none"> • Desks/tables (in between each class for middle school and high school) • Door handles • Sinks/faucets/countertops • Coat hooks 2. Building custodians will be responsible for frequent cleaning of high traffic surfaces/areas, including: <ul style="list-style-type: none"> • Bathrooms • Entry for all exterior and interior doors • Cafeterias • Countertops • Gymnasiums/Auditoriums • Faculty lounges/supply rooms • Water fountains (if in use)
<i>HOW WILL PCSD 25 ENSURE THAT THERE IS AN ADEQUATE NUMBER OF SUBSTITUTES AVAILABLE FOR THE SCHOOL YEAR?</i>	All existing substitute teachers have been contacted by Human Resources staff and a comparable number to non-COVID years plan to return. In an effort to recruit and retain qualified substitutes, we will hold new substitute teacher trainings on a monthly basis throughout the school year.

QUESTION	ANSWER
<p><i>HOW WILL PCSD 25 ACCOMMODATE FOR PHYSICAL DISTANCING?</i></p>	<p>Though schools are not designed to easily allow for physical distancing of six feet, every effort will be made to maintain as much distance as possible. Reopening schools requires certain procedures to be in place to ensure safety as learners, teachers and staff return to school campuses. Staff members will be expected to remove all non-essential furniture from their classrooms to enhance the ability to meet physical distancing guidelines.</p> <p>According to the American Pediatrics Association, “Evidence suggests that spacing as close as 3 feet may approach the benefits of 6 feet of space, particularly if students are wearing face coverings and are asymptomatic. Schools should weigh the benefits of strict adherence to a 6-foot spacing rule between students with the potential downside if remote learning is the only alternative.”</p> <p>https://services.aap.org/en/pages/2019-novel-coronavirus-covid-19-infections/clinical-guidance/covid-19-planning-considerations-return-to-in-person-education-in-schools/</p>
<p><i>HOW WILL PCSD 25 TEACHING RESPONSIBILITIES BE DEFINED? WILL INSTRUCTIONAL STAFF BE EXPECTED TO TEACH LEARNERS IN-PERSON AS WELL AS TEACH THOSE LEARNERS THAT ENROLL IN THE DISTRICT’S ONLINE LEARNING PROGRAM?</i></p>	<p>Clearly defined roles and teaching assignments will be made accordingly for in-class instruction OR online instruction. During a hybrid model, teachers will be expected to create in-person lessons as well as lessons that can be done in a remote setting. Prep-time to accommodate lesson planning will be included in a hybrid model.</p> <p>Learners opting for the Online Learning Program (OLP) will receive instruction from their assigned online teacher or program. Communications with deadlines to enroll in PCSD 25’s OLP will be distributed to parents through Infinite Campus and social media. For more specific information about the OLP requirements for elementary and secondary learners, please review the Roadmap to the 2020-2021 School Year.</p>
<p><i>WHAT PROFESSIONAL DEVELOPMENT OPPORTUNITIES WILL BE AVAILABLE TO SUPPORT TEACHING AND LEARNING?</i></p>	<ul style="list-style-type: none"> • During the summer, three sessions of G-Suite have been offered. • Additional G-Suite sessions will continue to be available throughout the school year. • To enhance the transition between instructional models (traditional, modified, hybrid, remote), selected teachers and instructional staff will be developing a one-week remote learning lesson plan for each core subject/grade level. • August 7 and August 18: “Distance Learning Playbook” session presented by Visible Learning expert Doug Fisher to administrators and instructional staff. Topics will include sound instruction and student engagement no matter which method of instructional delivery is being used. • November 3: Seminar presented by Dr. Sonny Magana, an award-winning teacher, pioneering educational technology researcher, and best-selling author of <i>Disruptive Classroom Technologies</i>. Topics will include a greater awareness of instructional practices with technology and maximizing student learning. • The focus for building PD and PLC time will be how to further enhance student learning during this challenging time, independent of which category or instructional model is being used.

LEARNING TODAY FOR THE POSSIBILITIES OF TOMORROW

QUESTION	ANSWER
<p>WHAT IS A HYBRID SCHEDULE AND HOW WILL IT BE IMPLEMENTED, IF NEEDED?</p>	<p>A hybrid schedule means that learners will attend school both in-person and remotely on a rotating basis. This schedule allows for a reduced percentage of learners to be in each school building at one time. A <i>sample</i> hybrid schedule is provided below:</p> <p><i>SAMPLE 1</i> hybrid model schedule: AA Remote All BB</p> <p>Monday: Group A: working in-school, in-person instruction Group B: working remotely (working on assignments, videos, research, etc.)</p> <p>Tuesday: Group A: working in-school, in-person instruction Group B: working remotely (working on assignments, videos, research, etc.)</p> <p>Wednesday: Clean/Teacher Prep Day Group A: working remotely (working on assignments, videos, research, etc.) Group B: working remotely (working on assignments, videos, research, etc.)</p> <p>Thursday: Group A: working remotely (working on assignments, videos, research, etc.) Group B: working in-school, in-person instruction</p> <p>Friday: Group A: working remotely (working on assignments, videos, research, etc.) Group B: working in-school, in-person instruction</p> <p><i>SAMPLE 2</i> hybrid model schedule: AB Remote All AB</p>
<p>WHY ARE WE BEING ASKED TO IMPLEMENT SEATING CHARTS?</p>	<p>Working in collaboration with the Southeastern Idaho Public Health Department, we have determined that implementing daily seating charts in each of our classrooms will be an effective tool used in contact-tracing efforts in the event that a teacher or learner is confirmed to have a positive case of COVID-19. SIPH will work closely with PCSD 25 using the seating charts to identify any learners that came into direct contact with a confirmed case. Implementing this strategy as a best practice may help prevent entire classrooms from being quarantined unnecessarily every time we confirm a new case.</p>

QUESTION	ANSWER
<p><i>WILL PCSD 25 REQUIRE MASS TESTING OR OTHER MEASURES FOR STAFF AND LEARNERS TO SCREEN FOR COVID-19?</i></p>	<p>At this time, Southeastern Idaho Public Health is not strongly recommending mass testing or routine daily temp screenings for the following reasons:</p> <ul style="list-style-type: none"> • It's a resource issue. At this time, we need to reserve testing for those individuals that are experiencing symptoms. • Not all people who have COVID-19 have a temperature; people may be asymptomatic or have other symptoms, and still able to spread the virus. • Logistical issues of what to do with a student who registers as having a temp; where do you house them until parent is able to pick them up? What if parent is not able to pick them up quickly? • Variance in reliability of thermometers. <p>SIPH DOES recommend that we take someone's temp if they begin to complain of symptoms, or if a teacher observes that a child appears ill.</p> <p>Touchless thermometers will be available in every school's main office and special population programs.</p>
<p><i>WHAT IS THE PROTOCOL IF A STAFF MEMBER OR LEARNER EXPERIENCES SYMPTOMS OF COVID-19?</i></p>	<ul style="list-style-type: none"> • Stay home if sick. • Practice physical distancing. • Practice good hand hygiene. • Cover cough and sneezes. • Wear cloth face coverings in public places. • Disinfect surfaces and objects regularly. • Avoid touching your eyes, nose, and mouth with unwashed hands.
<p><i>WHAT IS THE PROTOCOL FOR DISCONTINUING SELF-ISOLATION AND/OR RETURNING TO SCHOOL/WORK:</i></p>	<ul style="list-style-type: none"> • At least 3 days (72 hours) have passed since recovery defined as resolution of fever without the use of fever-reducing medications and • Improvement in respiratory symptoms (e.g., cough, shortness of breath); and • At least 10 days have passed since symptoms first appeared
<p><i>WHAT SPECIAL ACCOMMODATIONS WILL BE MADE FOR THINGS LIKE COURSE ELECTIVES, MUSIC, P.E., LUNCH, HALLWAYS/TRANSITIONS, RECESS, LIBRARY, SHARING SUPPLIES AND OTHER SCHOOL-SPECIFIC TOPICS?</i></p>	<p>Building administrators have been meeting weekly to brainstorm, discuss and develop school-specific plans for each building and grade level. For many of these topics, there is no one-size-fits-all approach to address each situation. We have heard some very creative, pragmatic and efficient approaches to solving some of the challenges our school communities will face this year. Contact your building administrator for specific plans to address your concerns.</p>

This document will be updated with additional FAQs as more details become available. [Bookmark](#) and check back frequently for updates.