

A NEW WAY FORWARD

ANSWERS FOR EMPLOYEES

QUESTION	ANSWER
Will those who chose not to be vaccinated or didn't respond be in contact with those who are vaccinated?	Yes. Unless someone has requested and been approved for an accommodation to remain virtual.
Will there continue to be a virtual option for students?	Yes.
When will we be notified of the number of students returning to our school and our classrooms?	Schools have access to this information through Infinite Campus (IC).
Once vaccinated, can I carry the virus/infect others?	<p>This is the answer Dr. Moyer gave to this question at the February 2 Jefferson County Board of Education (JCBE) meeting:</p> <p>"We have shown over the last year that if you have the proper mitigation factors in place, we have not seen spread coming back to family members from school. We have seen spread coming back from those families getting together with other families or letting their kids have a slumber party or participating in club sports. But, from the classroom setting, we have not seen that happen, following the data. So adding the vaccine on top of that really low chance makes it even lower. It may hopefully help the teachers to feel safe with that. So just to make sure, I don't know everyone's situation, if they need special accommodations, it sounds like Dr. Pollio has been really great with that, so request that if you need it. Otherwise, just make sure you are wearing your mask and your face shield. If you're really worried, change your clothes before you give your spouse or family members a hug. If you have family members over 70, we are hoping to have them all vaccinated by the end of February so make sure they are on that list to get vaccinated as well. And then we will be going into 1C, which is chronic conditions and other issues. So just make sure they are at the front of that line to get vaccinated quickly."</p>

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QUESTION	ANSWER
<p>Will the positivity rate still be considered when looking at in-person learning?</p>	<p>Here is the answer that Dr. Moyer gave at the February 2 JCBE meeting:</p> <p>“The positivity rate is a really good marker to use in conjunction with the case count. So, cases tell us who we know is positive and then we follow the positivity rate to know if we’re testing enough. And so, it’s hard to, the way the state system works, it’s hard to get definite, accurate data on a county basis—which is why we switched to the state numbers and following it. It’s tracking with the ups and downs of the state number but hard to be accurate enough to display to the city to show that number publicly. It is about the same as the state number; it is trending up and down just like the state number does. We are trending down right now. That number just tells us if we’re testing enough. So if that number goes up, it means we know there are cases out there that we don’t know about. And we know that’s true with the Red with unmitigated spread happening. So, we know that’s there. The more testing we do, the more cases we’ll catch, so we try to encourage people to get tested on a more regular basis now, and that will help with that. I think following that state number is really important, that’s what the school color coding guidance references as well as, we know that, if you look at our map you can see the Red, the incidence rates by ZIP code. So we might have some counties that are Orange and some that are really dark Red on any given week just based on who’s being tested. But it’s the overall that makes a bigger difference. So the same way it’s the overall date that makes a bigger difference for us right now. So keep referring to the state number.”</p>
<p>Is there a vaccinated pool of substitute teachers to cover staff who will be absent?</p>	<p>Yes. All subs were offered the vaccine.</p>
<p>Will families be able to request only having a vaccinated adult be with their child for in person learning?</p>	<p>We would not share with families an individual employee’s vaccination status.</p>
<p>When will students be vaccinated?</p>	<p>There is currently no vaccine available for children.</p>
<p>Should pregnant women get the vaccine? Who should I contact if I believe I need an accommodation because I’m pregnant? If I choose not to get vaccinated until after my baby arrives, can the district/school require me to return to in-person classes unvaccinated?</p>	<p>You should contact your medical provider to determine whether you should take the vaccine. Requests for accommodations by pregnant employees will be individually reviewed under the Kentucky Pregnant Workers Act. You must make the request though through the Benefits Center. An employee will be required to return to the classroom with or without a vaccination unless they have requested and been approved for an accommodation to remain virtual.</p>
<p>If a nursing mother is advised not to get the vaccine, will she be eligible for an accommodation?</p>	<p>Jefferson County Public Schools (JCPS) is reviewing all accommodation requests. If you have not yet requested an accommodation, you will need to do so through the Benefits Center.</p>

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QUESTION	ANSWER
<p>Is the plan for elementary schools to return first, and if so, for how many days?</p>	<p>Currently, the plan is for elementary school (ES) to begin, then Early Childhood, then middle school (MS)/high school (HS).</p> <p>Currently, the proposal is for ES and Early Childhood to return five days a week.</p> <p>The committees made up of teachers and administrators who worked this summer and into the fall recommended the following hybrid model:</p> <p>Monday: Group A in-person/Group B NTI</p> <p>Tuesday: Group A in-person/Group B NTI</p> <p>Wednesday: All asynchronous</p> <p>Thursday: Group B in-person/Group A NTI</p> <p>Friday: Group B in-person/Group A NTI</p> <p>This is what we are planning to present as the MS/HS hybrid plan.</p>
<p>Will students be in pods when we return? If, for example, the class in Room 103 has a student or a family member in that student's home who tests positive for COVID, will the entire class be placed in quarantine? Also, if students from that class are pulled out for speech or resource time, will the resource and speech teachers and any students who were in that group then be placed on quarantine too?</p>	<p>Contact tracing will be done on an individualized basis. If people are 6 feet apart and wear a mask, they will not have to be quarantined. If they were closer than 6 feet for more than 15 minutes or were without a mask, they will have to quarantine.</p> <p>It will be important for teachers to "re-think" classroom processes. For example, a first-grade teacher will not pull a small group of five children to a table in the front of the room to do a reading group because they will be closer than 6 feet apart. Seats will be 6 feet apart, and students will stay that distance away from each other.</p> <p>If a student has a family member who tests positive, that student will be quarantined, but no one else in the class will be.</p>
<p>Why aren't the vaccinations truly going in alphabetical order like they said they would?</p>	<p>The Louisville Metro Department of Public Health and Wellness is responsible for scheduling vaccinations. They had to work with the numbers of people in each group to get to 1,200 a day. This caused the list to be "close to" alphabetical order.</p>
<p>If a teacher has a high school or middle school location listed as their cost center, but also teaches at the elementary level, will they be added to the vaccination list via their elementary level teaching position?</p>	<p>Staff selected the school/site they were associated with, and they were scheduled with that group.</p>

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QUESTION	ANSWER
<p>Will Chromebooks remain assigned out to students just in case we have to go back into non-traditional instruction (NTI)? Will students be expected to bring those devices back and forth to school when in-person returns? Will there be charging stations created and made available within schools? Classrooms? What will be done for the students who don't have district-assigned devices?</p>	<p>Yes, Chromebooks will remain assigned to the student for the time being.</p> <p>Many of these are school-level questions. If a principal has a specific need, they should talk to their assistant superintendent.</p>
<p>How will the Kentucky Performance Rating for Educational Progress (K-PREP) work if we do not have enough devices for all students?</p>	<p>We are still waiting to learn whether the United States Department of Education (USDOE) will grant states waivers for accountability testing this school year. According to Commissioner Glass, "Even if we don't get a waiver on testing, districts should expect a great deal of flexibility on how that happens, when it happens, and how the results are used locally."</p>
<p>Most special area teachers see about 600 students per week. What can/will the district do to try and minimize such ominous contact numbers to meet the CDC guidelines of smaller class sizes?</p> <p>Are special area teachers in danger of being put in the regular classroom to cover for another teacher (thereby schools having no special area)?</p>	<p>Teachers will teach their classes, and all students will have access to the classes.</p> <p>There are substitute teachers available for schools. However, like a typical year, it is possible that schools will have to make individual decisions on a particular day to ask teachers to cover a class.</p>
<p>How will we social distance in a school if the majority of students return to in-person instruction and virtual teachers are required to be in the building?</p>	<p>In the document <i>Guidance for Safety Expectations and Best Practices for Kentucky Schools K-12 (page 7)</i>, it explains this circumstance:</p> <p><i>"If the physical space in the school does not allow for spacing students' desks 6 feet apart, space desks as far away as possible. All desks should be arranged so students' seats face the same directions. The use of cloth face masks is a safety expectation for all students and staff at all times, unless medically waived."</i></p>
<p>Would it be possible for teachers/staff members to bring a +1, such as a parent or spouse who is high-risk to get their vaccine as well?</p>	<p>No. The governor allowed K-12 educators to be part of the 1b group,</p> <p>Any leftover doses (from individuals opting out) will be provided to JCPS employees on a waitlist who either weren't able to sign up for the vaccine in December, have changed their mind to receive the vaccine, or are new hires.</p>
<p>What if I said no to the vaccine in December but have changed my mind?</p>	<p>Email Lisa Williams, and ask to be put on a waitlist for possible available vaccines.</p>
<p>Would a negative reaction to the vaccine, resulting in the need for leave time, be eligible for COVID emergency leave?</p>	<p>When a person has a reaction to a vaccine, they do not have COVID. The current executive order related to COVID Emergency Days is for those who have COVID. If a teacher or staff member becomes ill due to a vaccination and is unable to report to work, then that person should use a sick day.</p>

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QUESTION	ANSWER
<p>How will the waitlist be managed? When will I be informed whether I can receive the vaccine?</p>	<p>The health department will inform JCPS if there are enough vaccines for those on the waitlist. (We anticipate this will not be a problem.) The health department will email individuals on the waitlist to schedule the make-up day.</p>
<p>Will teachers be required to teach both synchronously and asynchronously at the same time when we return to school?</p>	<p>This is not the current thinking. Once we return to in-person classes, students working remotely would still have synchronous classes.</p> <p>There could be a teacher who teaches one period in-person and another period virtually. It is also possible that a teacher, if approved to work remotely, could have students in their class who are at school and some at home. The school would have to have a certified person in the classroom with the students at school. However, a teacher working at school would not have in-person and remote students at the same time.</p>
<p>What will be the expectation on teachers (ES, MS, HS) who have a high number of students who are failing once the district moves from NTI to in-person learning?</p>	<p>We know we are going to have to be very flexible in the ways we support students with failing grades. One approach we want to take is to have students work to recover just what is considered the most essential learning. It might be that a student just needs to recover a few standards and not an entire course. Schools are offering content recovery now based on what students have not learned and using their daytime Extended School Services (ESS) to help those students as well. We want to provide that option if that is the case. We also don't want to hold students to the usual time constraints. We want to award credit based on knowing a student has learned, and not whether or not they have been in a course for a full semester, etc. What is important is that our decisions about students' grades are based on their learning and not just a collection of random points.</p> <p>We are already having these conversations as well as using this opportunity to help us make the shift from traditional grading to a more standards-based approach.</p>
<p>Will we need to take a sick day to get the vaccine?</p>	<p>No. Administrators will work with employees to make sure they are able to get the vaccine without using any sick leave.</p>
<p>Are teacher and students going to be required to quarantine after going on a trip? If so, how will this work after spring break?</p>	<p>We will follow state health department requirements. This is not required now.</p>
<p>If I elected to be a virtual teacher and therefore declined the vaccine, will I be able to get the vaccine if I'm not able to be a virtual teacher and must return to in-person learning?</p>	<p>Please email Lisa Williams if you would like to be on the waitlist.</p>

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QUESTION	ANSWER
Are teachers receiving the Moderna vaccine? Is it made with aborted fetal tissue? What will happen if the state is unable to provide the second doses of the vaccine? Will there be a third shot with the new variant? If so, will the district and the health department work together to ensure teachers are prioritized for a third shot? Will teachers still be required to return to in-person learning having had only one dose?	<p>JCPS staff is getting the Moderna vaccine.</p> <p>Please contact your health provider for specific medical information.</p> <p>If there are changes to protocols (like a third shot), we will work to follow state guidelines,</p> <p>The current recommendation is to return to school after the second doses.</p>
If I have an allergy that may cause a reaction to the vaccine, is it safe for me to take the vaccine?	You will need to consult a medical provider to determine the safety of the vaccine for your particular situation.
What will virtual learning look like in the virtual school? Will the teachers delivering virtual content be in a building? Will they utilize a program? How different will it be for the students? Will virtual learning continue beyond COVID?	Virtual learning will look similar to current practice.
Why is the district considering putting virtual teachers into an empty classroom in a building instead of leaving the virtual teachers at home and utilizing the empty classrooms to reduce class sizes?	There will also be virtual teachers with accommodations at home teaching. Others are needed to support the work at school. For example, we will need help doing things like temperature checks.
Are vaccinations mandatory for returning to work?	No.
How will social distancing be handled on buses? Will there be any special protocols for students who have to switch buses at a depot?	<p>Students will be distanced to the extent possible on buses.</p> <p>At depots, students will wait before they board the second bus while drivers clean the bus.</p>
Do we have enough substitutes to cover in-person classes if teachers get sick?	Many subs have signed up for the vaccine.
Will temperatures be taken for students? If so, how will temperatures of students be taken?	Yes. Each school was tasked with creating a plan to ensure that all students have a temperature taken. Please check with your administration for that plan.
Will those working at VanHoose be returning to in-person work when teachers return to in-person work?	Yes.
<p>Will state testing be cancelled this year? If there is state testing, can the district request some type of waiver to start the test earlier or go later so that students can be distanced during the testing?</p> <p>How will state testing work for those who are virtual?</p>	<p>We are still waiting to learn whether the USDOE will grant states waivers for accountability testing this school year. According to Commissioner Glass, "Even if we don't get a waiver on testing, districts should expect a great deal of flexibility on how that happens, when it happens, and how the results are used locally."</p>
How soon after the second dose of the vaccine will teachers/students be required to return in-person?	The current proposal is 14 days after the second dose.

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QUESTION	ANSWER
<p>If a school's plan is for students to pick up their breakfast and head straight for their classroom, who will the district be assigning to handle buses that arrive prior to the start of the teacher work day?</p>	<p>Each school is thinking through staffing plans.</p> <p>If a school needs support with their staffing plans, they should reach out to their assistant superintendent.</p>
<p>How much advance notice will teachers receive that they are going back in-person? How soon will the district teachers be notified if they are going to be moved to accommodate the numbers of in-person students at other schools? Can teachers be forced to teach at another school if the numbers require it?</p>	<p>There is currently information that has been publicly shared that the earliest we could return is mid-March.</p> <p>Staff is working with HR to determine accommodations. This information will help schools look at staffing to make decisions.</p> <p>In the event that we have exhausted other options, JCPS may exercise its right to temporarily reassign teachers to meet the learning needs of the students. If this were to happen, it would be a temporary situation and at the end of the year, the teacher would be reassigned to their original school We would hope to keep this to a minimum.</p>
<p>Teachers will need more than just one day to set up their classrooms. Will the District ensure that teachers have additional access to their buildings prior to reopening?</p>	<p>There is a set up day that will be scheduled and the current thinking is that there would be a teacher-only day to go over protocols and plans before students return. Schools typically make arrangements for teachers to be in the building to do set up Schools are currently and have been open for teachers and other staff to enter the building.</p>

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QUESTION	ANSWER
<p>Will teachers be provided with hand sanitizer, disinfecting wipes? Will teachers be provided face masks and face shields? How will the district ensure equity of personal protective equipment (PPE)? Some schools are mentioning things about new desks to get rid of tables, dividers between students, plexiglass barriers, water bottle filling stations, etc., and other schools are not.</p>	<p>Staff will receive the following:</p> <ul style="list-style-type: none"> Cloth masks (two per individual) Disposable masks (two per individual) Face shield Hand sanitizer, 32-ounce pump (1 per classroom) Disinfecting wipes for each classroom <p>School will receive the following:</p> <ul style="list-style-type: none"> N95 masks—100 Disposable gloves 100/box—6 boxes Hand sanitizer, 32-ounce pump (in addition to 1 per classroom, 1 for front office, 1 for health room) Wall-mounted hand sanitizer dispenser—1 for cafeteria, 1 for front office Digital touchless thermometer—1 per 100 students Countertop acrylic barrier for front office—2 Disinfecting wipes (in addition to each class, 1 for front office, 1 for health room) Battery-powered backpack disinfectant sprayer (1 to 2 per school, based on size of school building) Clear desktop sneeze guards (trifold) for students with mask waiver Face shields for students Specialized PPE for those who work primarily with ECE or ECH students and do medical or toileting procedures (gowns, eye protection) <p>Above is a list of supplies going to each school, which will be resupplied whenever necessary.</p>

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QUESTION	ANSWER
If I retire from JCPS after I receive my first dose, will I be allowed to get my second dose also with JCPS?	In order to receive the vaccination, you must be an active employee with JCPS or one of the qualifying participants as outlined by state guidance. If you did receive the first dose, your second dose will be scheduled by the health department.
What will happen with students (with or without Individual Education Programs [IEPs]) who threaten to bite/lick/spit on other students or staff? Will this be handled differently during COVID?	Staff who work with students who bite or spit will be provided the following PPE: mask, face shield, gloves, and gown. Gowns are recommended when there is reasonable expectation that saliva or other bodily fluids may come into contact with an employee's clothing.
How will students be able to social distance in classrooms at full capacity? Or even at 60 percent capacity?	In the document <i>Guidance for Safety Expectations and Best Practices for Kentucky Schools K-12 (page 7)</i> , it explains this circumstance: <i>"If the physical space in the school does not allow for spacing students' desks 6 feet apart, space desks as far away as possible. All desks should be arranged so students' seats face the same directions. The use of cloth face masks is a safety expectation for all students and staff at all times, unless medically waived."</i>
Has the JCBE considered the risk of going back to in-person right before Spring Break and then the likelihood of a spike after Spring Break, causing disruption to the learning again as students/teachers/employees might be forced back to NTI? Has the district considered an automatic two-week NTI following Spring Break to force a "quarantine" of all those who might be traveling?	The JCBE is currently considering all options and information available to them. While target dates to return to in-person classes have been discussed, at this time no decision has been made. Currently, there are no requirements for self-quarantining when traveling out of state.
What will a school do if it does not have enough desks for all students, making social distancing even more impossible?	If schools need help, they should contact their assistant superintendent.
Who will monitor students going to the restroom in an emergency situation?	Schools will have individual plans to address this.
Should regular classrooms be used as a holding/sick room during a teacher's planning time?	Schools have identified an isolation room. If there are specific questions about this, please reach out to your administration.
Who will be responsible for cleaning/sanitizing classrooms in between classes at the high school and middle school level (or if elementary students move between classes like special area)?	Teachers are not required to clean; however, they will be provided wipes if they choose to wipe down high-touch points between classes.

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QUESTION	ANSWER
<p>If I contract COVID or have to quarantine, will my sick days be used?</p>	<p>Because there is still an Executive Order in place, if you are required to quarantine due to contact with someone who has COVID or you contract COVID, you will receive up to 10 days of COVID Emergency Leave. If you have additional incidents directly related to COVID after utilizing the first 10 days of COVID Emergency Leave, situations will be considered on a case-by-case basis. Documentation of the required quarantine must be submitted.</p> <p>If an adult is quarantined but is not ill, they will work with their supervisor to create a plan. For example, a teacher could still teach remotely and a sub or other certified person could be in the classroom with the in-person students.</p>
<p>If I am a parent and my child who is a student has to quarantine due to a positive test in their classroom, will COVID emergency leave apply for the time I have to take to be home with my child?</p>	<p>Because there is still an Executive Order in place, if you are required to quarantine due to contact with someone who has COVID or you contract COVID, you will receive up to 10 days of COVID Emergency Leave. If you have additional incidents directly related to COVID after utilizing the first 10 days of COVID Emergency Leave, situations will be considered on a case-by-case basis.</p> <p>If an adult is quarantined but is not ill, they will work with their supervisor to create a plan. For example, a teacher could still teach remotely and a sub or other certified person could be in the classroom with the in-person students.</p>
<p>If a pregnant woman is advised not to get the vaccine, will she be afforded the opportunity to get the vaccine after she delivers?</p>	<p>P-12 educators have a window of opportunity to receive the vaccination early. Once that window closes, employees will have to work with the health department and their medical provider to schedule an appointment. We do not know if priority will be extended to educators who had to or chose to postpone their original opportunity to receive the vaccination.</p>
<p>Who is making the decision about which teachers remain virtual and which teachers must return to in-person instruction? Do building administrators have any say in this?</p>	<p>The decision about accommodations being granted will be done by the Benefits Department.</p>
<p>If a teacher does not get vaccinated and, because of health reasons, decides against coming back to the building to teach, could they lose their job if a virtual option is not made available?</p>	<p>Teachers are expected to return to the building to teach regardless of if they received the vaccine or not. Anyone with health concerns and wishing to request an accommodation for virtual teaching, should contact the Benefits Department. There is a process for accommodations, and employees can contact the Benefits Department to discuss their options.</p>

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QUESTION	ANSWER
<p>What kind of PPE is going to be available to MSD teachers? Several of these students may not be able to wear masks or understand the need for social distance and not touch one another.</p>	<p>Staff will receive the following:</p> <ul style="list-style-type: none"> Cloth masks (two per individual) Disposable masks (two per individual) Face shield Hand sanitizer, 32-ounce pump (1 per classroom) Disinfecting wipes for each classroom <p>School will receive the following:</p> <ul style="list-style-type: none"> N95 masks—100 Disposable gloves 100/box—6 boxes Hand sanitizer, 32-ounce pump (in addition to 1 per classroom, 1 for front office, 1 for health room) Wall-mounted hand sanitizer dispenser—1 for cafeteria, 1 for front office Digital touchless thermometer—1 per 100 students Countertop acrylic barrier for front office—2 Disinfecting wipes (in addition to each class, 1 for front office, 1 for health room) Battery-powered backpack disinfectant sprayer (1 to 2 per school, based on size of school building) Clear desktop sneeze guards (trifold) for students with mask waiver Specialized PPE for ECE/ECH teachers (particularly around health and toileting needs)—gowns, eye protection, and other items listed above <p>Above is a list of supplies going to each school, which will be resupplied whenever necessary.</p>
<p>Will a teacher be notified of who in their classroom has COVID if the student receives a positive COVID test?</p>	<p>A teacher will be notified that a student will be out. We have to follow HIPAA.</p>
<p>How will the “flow” of resource teachers in and out of classrooms to assist students be handled so as to minimize contact, etc.?</p>	<p>Flow should be minimized and a log of staff in and out of the room must be kept for contract tracing.</p>

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QUESTION	ANSWER
Will the district be looking to update the internet infrastructure in schools?	Yes. We have a committee made up of teachers, principals, and central office staff to plan this.
If I submitted an accommodation request and also provided a doctor's note to verify my high-risk status, will those still be acknowledged in spite of the vaccination?	Yes. JCPS is reviewing all accommodation requests. The Benefits Center is contacting each employee who requested an accommodation to see if the employee's request will be altered by the employee's vaccination decision. Keep in mind that after a decision is made to return to in-person classes, accommodation requests will be governed by the parameters of the Americans with Disabilities Act (ADA) and/or definitions of <i>high-risk employee</i> that may be included in an applicable governor's Executive Order in effect at the time. If you are still seeking an accommodation, it is important that you respond if you are contacted by the Benefits Center.
Will I be notified if I do not receive the accommodation that I requested?	All accommodation requests are being reviewed, and the Benefits Department will be communicating with employees.
If we return to school and a student or staff member tests positive, what will the quarantine procedure look like for the class/school? Would teachers who have received the vaccine be expected to continue to teach in-person (not quarantine)?	Based on the current guidelines, only those who have been within 6 feet for more than 15 minutes or without a mask will have to be quarantined. If a staff member has been within 6 feet or not had a mask, they will still have to quarantine, regardless of the vaccination status.
Now that the vaccine has been made available and many teachers will be receiving it, will the district be putting out a new questionnaire for parents to make a final choice on whether they want to return their child to school or not? What about a new survey for teachers?	Communication continues to be shared with families about their interest in returning in-person or to remain learning virtually. Families can update or change their selection. This information has been shared daily with families in the <i>Daily Details</i> . If a return date is voted in by the JCBE, we plan to give families a date by which we need their decision about virtual or in-person.
If the districts are moving away from the hybrid A/B model, how are they going to ensure that we have socially distant classrooms?	The district is planning to recommend an A/B model for MS and HS.
If I live in Indiana, do I have to be vaccinated in Indiana?	All JCPS employees were offered the opportunity to sign up for the vaccine.
Will there be a protocol for staff entering the building to have their temperatures checked? What will be the next steps if a teacher is found to have a high temperature and cannot enter the building? (Will they return home? Who covers classes, etc.?)	Each school will have protocol for staff temperatures. If a staff member has a temperature, that staff member will immediately go home. The school will implement procedures to cover that staff member's responsibilities.
Some schools are proposing that planning time be skipped for some teachers so as to accommodate lunch schedules. Is that contractual?	No. This is protected in the Collective Bargaining Agreement.
How will schools handle the transition to classes and lunch?	Please see your school's individual plan.

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QUESTION	ANSWER
Will water fountains remain as is and available for use by staff and students?	This is a direct quote from the state guidance document: "Water fountains should be cleaned and sanitized frequently throughout the school day. If possible, students should provide their own reusable water bottles to be refilled with water throughout the day. This will reduce the number of students drinking directly from the water fountains" (page 20).
Will we be required to wear a mask if we've been vaccinated?	Yes.
Will long-term, currently unknown effects of having COVID be covered by our insurance?	Specific questions about your plan should be directed to your insurance company.
What will teachers do if they have opted for virtual learning for their own elementary-aged children but as a teacher, they are forced back to in-person learning?	Teachers will have to consider other childcare options for their children if they are back at work.
Will teachers no longer be permitted to have common planning time once returning to in-person?	Schools are working on and responsible for schedules. We are committed to common planning. If for some reason the schedule will not allow this, we will be returning to common planning after the pandemic.
Is the state COVID Mode of Instruction Metrics for K-12 Education still in effect?	Currently it is in effect (2.4.21).
Will we be provided guidance on when and how our students can interact with one another in the classroom? Will we be able to have reading groups? Math groups? Work on group projects?	Students must remain 6 feet apart. Teachers will have to rethink classroom routine and processes. For example, a first-grade teacher will not bring four students up to a table in the front of the room to do a small reading group because this would not be 6 feet apart.
When will be provided guidance on bathroom breaks for students? Are multiple children allowed into a group bathroom at the same time?	Schools are making individual plans. Students must be 6 feet apart.
For the schools who gave up their Chromebooks at the beginning of COVID, when will those schools receive devices for their students again?	The district will replace these devices with new ones. This will not be completed by mid-March, so schools will need to think through short-term answers.
If our county is clearly in the red or orange percentage-wise, will JCPS still honor the JCBE's original thoughts about not returning to in-person until we are two weeks clearly in the yellow? ?category?	The JCBE is considering options now. It is important to note that this conversation occurred when there was no vaccine.
What if we return and cases start to skyrocket again? Will we move back to full NTI? Has the district thought about the implications of students going back and forth between in-person and virtual learning?	The district would continue to closely monitor data and work with the health department. It is possible that schools would close again.

A NEW WAY FORWARD

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ANSWERS FOR EMPLOYEES

QUESTION	ANSWER
<p>Will the district put out information that clearly spells out to families that returning to in-person learning will not be business as usual?</p> <p>Will they include information about mask requirements? Possible change of teacher (whether in-person or virtual)?</p>	<p>Yes.</p> <p>Yes.</p>
<p>Where will teachers have lunch if their students are eating lunch in the classroom? The staff lounges are closed, and it will not be duty-free if I am eating with my students in the classroom.</p>	<p>Schools are making plans about how to use space. Please ask your school administration about details in your building.</p> <p>Note: If a teacher (or other staff member) is assigned to monitor their class during lunch, they will receive their duty-free lunch at another point in the day. This is in the Collective Bargaining Agreement.</p>
<p>How and where will teachers have planning if their classroom is being used for student lunches? Who will be responsible for wiping down the classroom used for student lunches prior to the next class of students?</p>	<p>Schools are making decisions on the use of space. Please ask your school administration about details in your building.</p>
<p>Will students be allowed to share supplies and manipulatives? If a student is without supplies and/or I lack enough manipulatives, what do I do?</p>	<p>Here is the answer Dr. Moyer gave at the February 2 board meeting:</p> <p><i>“So we’ve learned over the last year that COVID spreads more with close personal contact, breathing, singing, shouting—we think in about 80 percent of the cases. While cleaning personal objects is still really important, we definitely want to make sure that there are procedures in place for those highly touched surfaces—they are cleaned frequently. The most important thing for other objects is making sure that there’s hand sanitizer, hand-washing going on—kids are washing their hands before they eat as well as before other activities.”</i></p>
<p>I cannot make the appointment to get vaccinated that has been scheduled for me. Can I go another time?</p>	<p>Email Lisa Williams to get on the waitlist.</p>
<p>What happens if I miss the second dose of the vaccine? Will I still be required to return to in-person learning?</p>	<p>Absent an approved accommodation to remain in virtual learning, you will be required to return to in-person learning.</p>
<p>How will the district make it equitable if more students are returning to certain schools compared to others?</p>	<p>There will be differing numbers of students returning to schools. School plans will support the COVID protocols regardless of numbers of students.</p>
<p>Will students be allowed to switch from in-person to virtual and vice versa once in-person instruction begins?</p>	<p>Yes. The Kentucky Department of Education (KDE) has informed us that this is a requirement.</p>
<p>If we work at one of the hospitals, what is our recourse if the hospital staff are not following proper plans/guidelines and if our administration will not push back at the hospital?</p>	<p>Please make sure your administration is aware of the issue so they can follow up with their counterparts at the hospital.</p>

A NEW WAY FORWARD

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ANSWERS FOR EMPLOYEES

QUESTION	ANSWER
Is there any thought to the time it will take to teach students, particularly younger ones in elementary, the rules of the classroom as well as proper protocol for masking, etc., upon returning to in-person? This often takes weeks at the beginning of the school year.	Upon return to school, it will be essential to teach protocols, routines, and procedures. Additionally, helping students with their social-emotional or mental health needs will be key. This will be the first order of business.
How will preschool/Early Childhood classrooms be set up to accommodate the very young students who do not understand social distancing, masking, etc.? Will the district work to make those numbers smaller to accommodate for this challenge?	Each site will need to review the information shared about Early Childhood guidance. Administrators will be working to support these classrooms. Early Childhood students will have the same opportunity to select in-person learning as all other students, and there will not be new "caps" in place.
Will schools be allowed to do a staggered arrival/dismissal to prevent too many students in one area at the same time?	We will work with transportation so that buses do not arrive at the same time. This will allow schools to work their new processes.
Will students be required to have a negative COVID test before they can return to in-person learning?	No.
If I am unable to remain virtual and feel the need to take Family and Medical Leave Act (FMLA) leave to care for my loved ones, will I be able to return to my school at the start of the 2021-22 school year?	Contact the Benefits Department for information on taking a leave of absence and returning from a leave of absence.
Is the district still considering a hybrid A/B schedule to reduce the numbers in the classroom and make it safer for return? If not, why?	Yes for MS and HS.
If I take the vaccine and later have significant side effects/medical issues, will JCPS be held accountable?	No. JCPS is not requiring anyone to take the vaccine. Anyone concerned about how they might be affected by the vaccine should contact their personal medical provider.
What will be the process for the district to onboard new hires since COVID hit last March? Most do not even have their JCPS identification badges, etc.	This process has not changed. New hires have access to the accounts and are included in the vaccination scheduling. ID badges will be supplied once they report to C. B. Young to have their photo taken. They can make appointments to have this process completed.
Will teachers returning to school to teach in-person be responsible in any way (parent communication, grades, lessons) for students who elect to continue virtual learning?	Teachers will be responsible for the classes they are teaching and the students assigned to them.
Our school does not have enough space, does not have enough janitors, and has no nurse. How will this be handled in the implementation of Centers for Disease Control and Prevention (CDC) guidelines?	We are working now to hire a contract nurse/medical assistant for each building to support teachers and staff. These will be contract staff from an agency.
Will there be added protocols for special schools that require high numbers of student restraints/seclusions?	There is guidance for these situations. The training can be found on the Digital Learning station.

A NEW WAY FORWARD

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ANSWERS FOR EMPLOYEES

QUESTION	ANSWER
<p>Will the district be liable if a teacher (vaccinated or unvaccinated) is forced to return to in-person teaching and contracts COVID from an unvaccinated student or adult and becomes severely ill or dies?</p>	<p>School district employees are generally protected by certain immunities if sued for performing their official duties in good faith and according to district, state, and federal requirements. Additional information about school district and/or employee liability may be found on a previous KDE Superintendent webcast: https://mediaportal.education.ky.gov/leadership/2020/06/superintendents-webcast-on-covid-19-q-a-session-6-9-2020/</p>
<p>If my disability allows for me to teach virtually, will I lose my building rights to return to my school?</p>	<p>These rights are laid out in the contract. Please contact Benefits for details. But in general, a teacher who is in the virtual academy from March–June will return to their classroom in August.</p>
<p>If I have a restroom inside my class, will students be permitted to use it? Who will be responsible for cleaning the restroom after a student uses it?</p>	<p>Yes. Students will be able to use it. Bathrooms will be cleaned and disinfected at the end of the day by custodial staff.</p> <p>Teachers are being provided disinfecting wipes to disinfect high-contact areas in their classroom if they choose to.</p>
<p>Now that the district has approved sports to return, when will other activities be approved, such as clubs, drama, etc.?</p>	<p>The current thinking is that these activities will begin when school returns.</p>
<p>Do the new strains of the virus affect the guidelines coming out from the CDC and the State yet?</p>	<p>We will work with the health department to stay current on changes from the CDC.</p>
<p>Why has the district's language changed with regard to returning to school in-person if exposed to someone with COVID? It used to say that people should quarantine and stay home. It now says that unless diagnosed with COVID, people should return to teaching.</p>	<p>This language reflects a change in the CDC guidance.</p>
<p>How will school lunches be handled for students? If they buy lunch, will it be brought to them? Will they eat in the cafeteria? In a classroom?</p>	<p>Please see your school's individualized plan.</p> <p>Note that students are required to make choices about what they want to eat, so a lunch cannot just be delivered to them.</p>
<p>Will substitute assistants be provided in the absence of assistants who are not able to return due to high-risk medical conditions?</p>	<p>All subs were offered the vaccine, so there will be subs of all categories available.</p>
<p>There were already many problems with schools functioning at a high level (faucets not working, soap dispensers broken and not working, etc.) prior to the shutdown in March. Will the district be correcting these problems that will affect the ability to follow CDC guidelines, etc.?</p>	<p>Schools should submit any maintenance needs following district processes. If a teacher is aware of an issue, they should bring it to the plant operator's or principal's attention.</p>
<p>Special education return-to-school plans are not included in the local school plan because principals were told that information would be coming from the Exceptional Child Education (ECE) Department. Where is that information? How will the CDC guidelines be implemented in ECE classrooms? Will teachers be temporarily moved around to ensure that students have the appropriate certified teacher?</p>	<p>ECE guidance can be found on each school's portal. The guidance is from the district and is the same for all schools.</p> <p>Individual schools will collaborate with their ECE teachers to plan for their specific ECE classroom needs.</p>

A NEW WAY FORWARD

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ANSWERS FOR EMPLOYEES

QUESTION	ANSWER
What will be done about students who live with a COVID-positive family member? Will they be allowed to attend school while there is infection in their home?	Anyone exposed to COVID will be asked to self-quarantine following current guidelines.
What will happen to students who are sent to school sick and given fever-reducing medications before boarding the bus?	If a student has a fever at school, the protocols will be followed.
Have the CDC guidelines changed in the past few months with regard to opening schools? If so, can you spell out what the requirements were and what the requirements are now?	Here is the link for the CDC website: https://www.cdc.gov/coronavirus/2019-ncov/index.html We understand that we should all expect changes to current guidance based on new understandings. There may be changes soon.
Is the color-coded system (Red, Orange, Yellow, Green) no longer being used by the State or district to determine when we should return to school?	We are continuing to follow the guidance. Currently, 2/4/21, the chart is still in effect.
What if I thought I was okay to come back to brick and mortar, but my medical information has changed and my doctor no longer thinks in-person learning is a viable option for me?	You'll need to contact the Benefits Center and share your information and medical documentation.
As part of the district reopening plan, will the school district assume liability for damages incurred, i.e., long-term injury, disability, or death, resulting from exposure and infection to COVID if the exposure/infection occurs on school property? Will the school employees have to sign a liability waiver to return to in-person school?	School district employees are generally protected by certain immunities if sued for performing their official duties in good faith and according to district, state, and federal requirements. Additional information about school district and/or employee liability may be found on a previous KDE Superintendent webcast: https://mediaportal.education.ky.gov/leadership/2020/06/superintendents-webcast-on-covid-19-q-a-session-6-9-2020/ A waiver will not be required for employees.
How will speech therapy services be provided for virtual academy students?	Similar to how services were provided virtually throughout NTI.
Will the district/schools allot a certain amount of prep time to meet with teachers and go over all the protocols, expectations, etc.?	We are currently planning to have a staff-only day to go over practices and procedures. This may require a change to the current calendar.
Will school uniforms be required for students?	If a school has an established uniform policy, that will remain in effect unless the School-Based Decision Making (SBDM) Council changes their school policy.
I saw that we need to bring our insurance card when we get the vaccine. Are we responsible for paying for our vaccine, or is it covered by JCPS, the state, or our insurance?	There is no cost to educators for the vaccine.
Are student teachers being vaccinated?	They were offered the opportunity to get a vaccine.
I put in for an accommodation and received an email from the district asking if I still wanted an accommodation in light of the vaccine being available. What should I do?	If you still believe you need an accommodation, please reach out to the Benefits Department.

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ANSWERS FOR EMPLOYEES

QUESTION	ANSWER
If we go back in-person and find ourselves in the position of shutting down again, will we just go back to NTI?	Yes.
If I receive the vaccine, am I indicating that I'm okay to return to in-person instruction?	When a return date to in-person instruction is determined, employees are expected to return to their work locations unless they have an approved accommodation that provides an alternative workplace.
Do I have to ride the bus to get the vaccine?	No, you are welcome to provide your own transportation at your own cost.
Will English as a Second Language (ESL) teachers be asked to substitute for teachers if they are out sick with COVID? How will PSP accommodations and ESL services be addressed?	Our plan is to operate as we have in the past and use substitute teachers from the district to support the needs of schools.
Why are we not waiting to return until more of the population has been vaccinated (i.e., August)?	The JCBE has not made a decision yet on a date to return to in-person learning. We will continue to follow all guidance established by state and local health officials.
Will after-school/extracurricular activities be reactivated upon the reopening of schools?	Yes.
Teachers should be allowed to keep their doors closed to prevent people from just walking in.	Yes. As a part of safety laws that were changed several years ago, doors are to remain closed as a security feature. Note: This is not due to the pandemic; doors should be closed all the time.
My school plan is far too vague. Will the district be reviewing all school plans to make sure they are actually doing something to keep teachers and students safe and not just paying lip service to having a plan?	District leadership will be supporting schools and will be going over individual plans to assist principals and their schools. The Louisville Metro Health Department has reviewed and approved all school plans.
Will teachers be required to staff/monitor students in the school's designated "sick room"?	Schools are assigning a staff member to this assignment. In many cases, it will be the same staff who have traditionally served in this role.
When we sign in to work at a JCPS facility, we agree to stay home if we are in contact with someone who has been diagnosed with COVID or has symptoms associated with COVID. The wording has been changed, and it would appear that if someone in the household of a student has symptoms of COVID but does not get tested to be diagnosed, then the student is free to come to school (possibly and probably with COVID). Why was this changed?	This language was taken from the latest CDC guidance.
If the district opts to stagger the start to in-person learning to have K-3 teachers return first, if those teachers are also parents of fourth and/or fifth graders, will those teachers be permitted to teach virtually until their own children can return to in-person learning?	Currently, the recommendation is for elementary to return on the same day.

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ANSWERS FOR EMPLOYEES

QUESTION	ANSWER
<p>The window for alternate assessment opens March 22 with scores due May 27. Will teachers be starting testing as soon as they return to in-person?</p>	<p>Alternate Assessment is part of the KDE state accountability system. JCPS is still waiting to hear whether the USDOE will accept waivers for state accountability assessments this spring and if so, whether KDE will apply for a waiver like they did last year. We will continue to advocate that a waiver is the right approach for this school year. Schools and staff should be focused on building relationships, providing instruction, and nonacademic supports when we return in person. However, if we are required to administer the assessment, please know that teachers will not have to begin on that exact date. They can use any of those dates in that date range as long as they are finished entering their scores by May 27.</p>
<p>Will teachers be required to do the setup day prior to the end of the 14-day effectiveness requirement for the second dose of the vaccine?</p>	<p>Teachers have a setup day in their contract that will be provided in the two weeks prior to school.</p> <p>Additionally, we are exploring the possibility of providing a day for staff to have a day to come together to review plans and processes before the start of in-person learning.</p> <p>This may require a change to the school calendar.</p>
<p>Will students be able to go to resource class with students from a variety of other classes?</p>	<p>This is a link to the guidance from KDE.</p> <p>There is no guidance stating that students cannot join students from other classes.</p> <p>It is required for students to stay 6 feet apart and wear masks.</p>
<p>Will ECE teachers who co-teach in multiple grade levels be allowed to continue as written on the Individual Education Program (IEP)?</p>	<p>Each school will need to look at their students and their needs to determine how/where teachers are assigned.</p>
<p>For special classes, will students be combined from other schools with a different teacher if their own teacher must teach virtually?</p>	<p>At this point, we do not plan to move students to another school.</p>
<p>Will parents be able to change back and forth between virtual and in-person?</p>	<p>Yes. Families' situations change all the time. Here is an example. A family decides to choose virtual because mom was out of work and at home. She then gets a job and needs to change to in-person schooling.</p>
<p>Will students who have a medical waiver to prevent wearing masks wear face shields?</p>	<p>We are offering face shields for students.</p> <p>We have ordered trifold sneeze guards for students without masks.</p>

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ANSWERS FOR EMPLOYEES

QUESTION	ANSWER
<p>I'm hearing different things—can we or can we not still contract COVID after we are vaccinated? If we can, does that not also mean that we can spread this to our families?</p> <p>And</p> <p>I appreciate being vaccinated; however, my family cannot be vaccinated yet. Because students cannot be vaccinated and teachers will be forced to be in close proximity to students and other teachers (some who may not be vaccinated), we are still at risk of contracting COVID and taking it home to our families. Why does the district think the safety of my family is not important?</p>	<p>This is a quote from Dr. Moyer at the February 2 board meeting:</p> <p><i>"I think the important thing to keep in mind is that the vaccine is an extra tool. It's not the reason why we are recommending, or the CDC is recommending, or the state has recommended that schools are safe to go back. It is an extra tool on top of that. We have shown over the last year that if you have the proper mitigation factors in place, we have not seen spread coming back to family members from school. We have seen spread coming back from those families getting together with other families or letting their kids have a slumber party or participating in club sports. But, from the classroom setting, we have not seen that happen, following the data. So adding the vaccine on top of that really low chance makes it even lower. It may hopefully help the teachers to feel safe with that. . . . Otherwise, just make sure you are wearing your mask and your face shield. If you're really worried, change your clothes before you give your spouse or family members a hug. If you have family members over 70, we are hoping to have them all vaccinated by the end of February, so make sure they are on that list to get vaccinated as well. And then we will be going into 1C, which is chronic conditions and other issues. So just make sure they are at the front of that line to get vaccinated quickly."</i></p>
<p>Will special area teachers be required to teach virtual and in-person? Grade-level teams have one person teaching virtual. Will the Special Area (SA) team? If so, will they be responsible for teaching all SA subjects? Lessons that we will be teaching in-person will not be what students can do at home. So will we have to create in-person and virtual lessons for each grade level? That's 12 lessons a week.</p>	<p>Yes. Teachers may have some in-person classes and other virtual classes. Specific assignments will need to be discussed with building administration.</p>
<p>Is there a hybrid breakdown for teachers and students per school with regard to who will be returning? When approving accommodations, will seniority play a role? How will this affect the return to in-person learning in terms of teacher roles, etc.?</p>	<p>JCPS is reviewing all accommodation requests. If you have not yet requested an accommodation, you will need to do so through the Benefits Center. Keep in mind that after a decision is made to return to in-person classes, accommodation requests will be governed by the parameters of the ADA, the Kentucky Pregnant Workers Act, and/or definitions of <i>high-risk employee</i> that may be included in an applicable governor's Executive Order in effect at the time.</p>

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ANSWERS FOR EMPLOYEES

QUESTION	ANSWER
Will students who test positive for COVID be required to quarantine for 2 weeks?	Students who test positive will be isolated, and those who have been within 6 feet of them for 15 minutes or longer will have to quarantine. Generally those who test positive for COVID have to quarantine for 10 days, and those who are close contacts to a case have to quarantine for 14.
Will they participate in virtual learning during that time?	Yes.
Can we have those working at VanHoose come to our building(s) to do the morning temperature checks, staff the sick rooms, etc.? If it's safe enough for teachers, and there is little to no concern for how packed classrooms and hallways will be, it shouldn't be an issue to add some VanHoose staff to the mix.	Every year, Central Office staff from multiple buildings go to schools to help with the beginning-of-the-year processes, and there are plans for that this year as well.
Due to limited building space, will teachers/staff be able to continue to share a space? If not, what is the solution?	Staff must be 6 feet apart. Schools will need to think through how to manage space for this.
If an ECE student cannot wear a mask, do we have to hold an Admissions and Release Committee (ARC)?	For specific questions about individual students, please talk to your ECE Implementation coach or the ECE Department. It will depend on the student's goals.
If there are guidelines that impact students, should we hold an ARC to adjust minutes?	If an ECE child has an individualized need that will affect learning, an ARC (as always) should be held.
When will we get information from HR if teachers have to be shuffled around based on certification?	HR has reached out to those who have requested accommodations. As soon as paperwork has been turned in, decisions can be made. Extra staff has been redeployed to support this work.
There is apparently something in a "Q&A" in the information sent to teachers regarding the vaccine. I've been told it states that teachers can go back to work after the first dose of the vaccine. Some teachers are being told by their administration that they are working on a plan for teachers to return the week after the first dose.	The proposal is to wait until 14 days after the second dose before returning.
Will teachers who are virtual be required to come to the building, and if so, what is the point of being virtual?	There will be virtual teachers with accommodations at home teaching. Others are needed to support the work at school. For example, we will need help doing things like temperature checks.
Can the district provide plastic partitions (like they have in Kroger and other shopping areas) to teachers in the classroom (offer it—don't make teachers ask for it)?	Clear Desktop Sneeze Guards (trifold) have been purchased for every student with a mask waiver. Additionally, both face masks and face shields have been purchased for every employee.
Is there a district budget line item for Personal Protective Equipment (PPE) set up, or will those expenses fall on the school? The teacher?	All PPE will be provided by the district. Neither schools nor teachers will need to provide PPE.

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ANSWERS FOR EMPLOYEES

QUESTION	ANSWER
<p>Are extra staff being hired to ensure bathrooms and other common areas are wiped down?</p>	<p>Positions are continuously advertised on the Job List. We have hired Team Leads to transport 2nd shift crews responding to district needs focused on vacancies or gaps in coverage. We are also using temporary employees to assist with these 2nd shift needs.</p> <p>We are working with elementary schools to identify additional cleaning/disinfecting needs and will adjust hours accordingly to accommodate those needs.</p>
<p>What is the district's plan for tracing COVID cases? (Who has been in contact with who? Who should quarantine? Who should test?)</p>	<p>Each school/building will have a Healthy at School officer to whom families can report cases or contacts of COVID-19. Staff can report to the Healthy at School officer or contact Health Services directly to speak to staff doing contact tracing. Contact tracers will follow up with cases and contacts and work in partnership with the health department contact tracing team that's assigned specifically to work with schools. The new electronic health record being implemented in JCPS will allow the Healthy at School officer to know who is out for COVID-related reasons and when they can return.</p>
<p>The district has claimed that they will provide to a school what it needs. Our school has requested air purifiers but the district has said no. Why?</p> <p>How will the district handle indoor air quality issues with COVID being known to spread via the ventilation systems? Some schools are really old. Will the District be providing room purifiers for all schools?</p>	<p>Air filtration devices are approved for rooms without outside air intake systems or rooms without windows to increase air flow. Air filtration devices are also available as an accommodation with proper physician or licensed healthcare provider documentation.</p>
<p>What are the district's thoughts about those folks who are assigned to Camp Edwards, etc.? Will they be utilized elsewhere (e.g., put into classrooms)? They can't be expected to step into a classroom without serious preparation. This should not be left to principals to operationalize this in the buildings.</p>	<p>We do want to use the staff from Camp Edwards (and other locations) to help. We will put together a training to prepare these team members before we deploy them.</p>
<p>Is there a limit to the number of students that can return to a building? How will the district and thereby the school make sure that students are following protocol? Will there be consequences for students not following protocol of mask wearing (absent a documented medical reason)? What precautions will be taken for staff and students when there is someone in their classroom who can't wear a mask for a medical reason?</p>	<p>There is not a cap on the number of students returning.</p> <p>Guidance for students who do not follow requirements is being distributed to support schools and the district in having a consistent response to students who do not follow safety expectations.</p> <p>A plastic tri-fold sneeze guard has been purchased for each child who has a mask waiver. These barriers are tri-folds and can be set up on the student's desk. It is important to note that it is still required to stay 6 feet apart and for others to wear masks even though there is a plastic barrier.</p>

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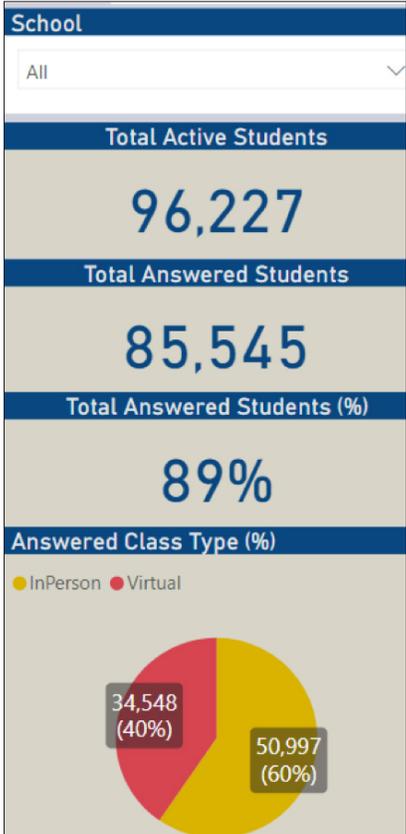
ANSWERS FOR EMPLOYEES

QUESTION	ANSWER
<p>What is the district's plan for students who refuse to wear masks and do not have a documented medical exemption to not wear a mask?</p>	<p>Guidance for students who do not follow requirements is being distributed to support schools and the district in having a consistent response to students who do not follow safety expectations.</p>
<p>What will be the guarantees regarding the ventilation systems in the buildings?</p>	<p>All HVAC systems have been inspected and cleaned/sanitized and filters changed. Open windows can also be used for additional dilution. Most schools' HVAC systems rely on fresh, outside air and filtration to dilute contaminants from the air as intended and designed. We are currently going through all elementary schools check classroom units for functionality. The Mechanical Maintenance Team is identifying any spaces that have neither outside air or operable windows. Any filtration issues are being addressed.</p> <p>JCPS has had a thorough Internal Air Quality program in place since 2000 based on EPA's tools for schools.</p>
<p>Will the district know which teachers have been vaccinated and which have not? Will that information be kept confidential? What reasons might that information be shared?</p>	<p>Currently that information resides with the health department. If there were a reason for the district to access that information, it would be protected just as all employee health information is protected.</p>
<p>What instruction is expected to take place when the children are in four walls all day after a year out?</p>	<p>Families have a choice to return to in-person or to continue in the virtual model.</p> <p>It will be important for schools to take plenty of time to teach students new processes and practices. There will also be a time period for students to adjust to school. Schools will need to think through the social-emotional needs of students and how to meet them.</p>
<p>If a child comes back and refuses to cooperate with a mask, what is the teacher to do?</p>	<p>The district has guidance for students who refuse to follow the mask mandate. This will be uniform across the district, and students will be expected to wear a mask. The guidance has been shared with principals.</p>
<p>Will we be allowed to teach small groups? Elementary schools use the workshop model for both reading and math, and if we will be unable to do this, we will need plenty of notice to make necessary changes.</p>	<p>Students and staff will need to be 6 feet apart. A small group can be held, but with that parameter.</p>

A NEW WAY FORWARD

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ANSWERS FOR EMPLOYEES

QUESTION	ANSWER														
<p>Will we be allowed to use common materials (library, math manipulatives, literacy centers, etc.)?</p>	<p>Here is the answer Dr. Moyer gave at the February 2 JCBE meeting:</p> <p>“So we’ve learned over the last year that COVID-19 spreads more with close, personal contact—breathing, singing, shouting—we think in about 80 percent of the cases. While cleaning personal objects is still really important, we definitely want to make sure that there are procedures in place for those highly touched surfaces; they are cleaned frequently. The most important thing for other objects is making sure that there’s hand sanitizer, hand-washing going on—kids are washing their hands before they eat as well as before other activities.”</p>														
<p>What steps will be taken if a child refuses to wear a mask (e.g., three warnings and then to Virtual Learning Academy [VLA])? Will this be consistent throughout the district, or will each school make its own procedures for this?</p>	<p>The district has guidance for students who refuse to follow the mask mandate. This will be uniform across the district, and students will be expected to wear a mask. The guidance has been shared with principals.</p>														
<p>What are the current, official numbers of students intending to return (not the 60 percent that was anticipated in the fall)?</p>	<p>Here is the link that is publicly available that shows numbers of students planning to return in-person.</p> <p>Here is the link to see this website live.</p> <p>Currently, these are the numbers (2/14/21):</p>  <table border="1"> <thead> <tr> <th>School</th> </tr> </thead> <tbody> <tr> <td>All</td> </tr> </tbody> </table> <table border="1"> <tbody> <tr> <td>Total Active Students</td> <td>96,227</td> </tr> <tr> <td>Total Answered Students</td> <td>85,545</td> </tr> <tr> <td>Total Answered Students (%)</td> <td>89%</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th colspan="2">Answered Class Type (%)</th> </tr> <tr> <th>InPerson</th> <th>Virtual</th> </tr> </thead> <tbody> <tr> <td>34,548 (40%)</td> <td>50,997 (60%)</td> </tr> </tbody> </table>	School	All	Total Active Students	96,227	Total Answered Students	85,545	Total Answered Students (%)	89%	Answered Class Type (%)		InPerson	Virtual	34,548 (40%)	50,997 (60%)
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A NEW WAY FORWARD

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ANSWERS FOR EMPLOYEES

QUESTION	ANSWER
<p>A follow-up to the above question—do we have enough bus drivers to meet the needs of the returning students without them sitting three to a seat?</p>	<p>The guidance from the Kentucky Department of Education (KDE) does allow buses to be fully loaded. Students will be socially distanced to the extent possible.</p>
<p>How will quarantine work for students/teachers, logistically? (For example—what work will be done on quarantine days, how will parents know, will bus drivers not pick those students up, will whole families be quarantined because of a single student's being exposed, shouldn't that be the case? etc.)</p>	<p>The CDC and state have just given the following guidance for adults who are vaccinated:</p> <p>“People who have been in close contact with someone who has COVID-19 are not required to quarantine if they have been fully vaccinated against the disease within the last three months and show no symptoms.”</p> <p>https://www.cdc.gov/coronavirus/2019-ncov/if-you-are-sick/quarantine.html</p> <p>“Individuals who have received a full series of the COVID-19 vaccination that experience a close contact with an individual infected with COVID-19 and remain asymptomatic after exposure are not required to quarantine if their contact is more than 14 days and fewer than 90 days from their final dose of the COVID-19 vaccine.”</p> <p>COVID-19 Guidance for Schools Updated: February 11, 2021, KDE Operating Schools After Vaccination</p> <p>Below is guidance for students: Students should stay home OR be excluded from participating in school activities and sent home if any of the following occurs:</p> <ul style="list-style-type: none"> • Temperature greater than 100.4 F • Cough (or a new/unusual cough in a child with asthma) • Vomiting or diarrhea • New rash <p>Students should also stay home from school if they have been around someone who is diagnosed as currently having COVID-19. Contact tracers will help families know when it is okay to send students back to school once they have been exposed.</p> <p>Where will my child be isolated? Schools will have a place for students to go when they are sick. They will be supervised by an adult until they can be picked up by a parent, guardian, or designee who is approved to pick up the child.</p>

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ANSWERS FOR EMPLOYEES

QUESTION

How will quarantine work for students/teachers, logistically? (For example—what work will be done on quarantine days, how will parents know, will bus drivers not pick those students up, will whole families be quarantined because of a single student's being exposed, shouldn't that be the case? etc.)

ANSWER

How will my child be transported home?

Parents/Guardians need to plan for arrangements to pick up their child if they become sick at school. It is important for families to make a plan for how to pick up their child if they become sick at school.

Will immunizations and annual health screening exams still be required?

Yes, immunizations and health screenings—such as kindergarten and sixth-grade physicals, dental screenings, and vision screenings—are still required. Some families may have experienced difficulty getting in for appointments. If your child needs immunizations, a physical examination, or a dental screening and cannot get in to your regular healthcare provider or if your child does not have health insurance, please call the Health Services Office at **485-3387**.

How will contact tracing be effectively implemented in JCPS schools?

JCPS has a contact tracing plan in place with the Louisville health department. A school will report a positive case to the JCPS Health Services team, who will work with the health department to contact those who may need to self-quarantine.

How will I know if/when my child has been exposed to someone with COVID-19, and how quickly will I be notified?

If a student or teacher is positive for COVID-19, JCPS Health Services staff will work with the health department to determine next steps. When a child is identified as a close contact, health officials will reach out to the family if there is a need to self-quarantine. Families in classes where there is a case will be notified as soon as possible on the recommendations of public health officials.

Will my child have to quarantine if exposed?

The need for self-quarantine depends on many factors, including whether students were wearing masks, how far apart they were, how long and how close they were together. For those identified as a close contact to a case, the length of time for self-quarantine is usually 14 days after the last exposure.

How long will my child have to be out of school if diagnosed with COVID-19?

People diagnosed with COVID-19 are usually out of school for 10 days beyond the start of symptoms or a positive test. That can vary depending on how sick someone is and other circumstances.

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ANSWERS FOR EMPLOYEES

QUESTION	ANSWER
<p>How will quarantine work for students/teachers, logistically? (For example—what work will be done on quarantine days, how will parents know, will bus drivers not pick those students up, will whole families be quarantined because of a single student's being exposed, shouldn't that be the case? etc)</p>	<p>Why do some people have to stay home 10 days and some people have to stay home 14 days? Current guidance indicates that a person who is diagnosed with COVID-19 is required (in most cases) to be out of school for 10 days beyond the start of symptoms or a positive case. For those identified as a close contact to a case, the length of time for self-quarantine is usually 14 days after the last exposure.</p> <p>When can my child return to school? Your child can return to school when the local health department or the student's provider provides clearance documentation for the school record. A negative COVID-19 test is NOT required for a student to return to school.</p>
<p>Will there be consequences for students not wearing masks?</p>	<p>Yes. This guidance has been shared with principals.</p>
<p>If teachers request to teach virtually, why would they still be expected to be in the buildings—doesn't that defeat the purpose?</p>	<p>We will need adults in schools to help support transitions, conduct temperature checks, etc.</p>
<p>I am a resource teacher and have a full caseload with children spread among four grade levels and in seven classrooms. How am I supposed to provide the services in their Individual Education Plans (IEPs) without blending children from different classrooms together?</p>	<p>Students may be grouped together, but this should be done as minimally as possible and students should be 6 feet apart.</p>
<p>If a student in my class is exposed to/is diagnosed with COVID-19, does the entire class quarantine? How does this work if you are departmentalized and have a team teacher who stays at school?</p>	<p>When a student is diagnosed with COVID-19, only those students who have been closer than 6 feet for 15 minutes or longer throughout the day will have to quarantine.</p>

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ANSWERS FOR EMPLOYEES

QUESTION	ANSWER
<p>If I must quarantine due to a colleague or student COVID-19 exposure, how will those days be covered? I do not believe that I should be required to take my sick days when I am not the one sick.</p>	<p>The CDC has sent out new guidance:</p> <p>“Individuals who have received a full series of the COVID-19 vaccination that experience a close contact with an individual infected with COVID-19 and remain asymptomatic after exposure are not required to quarantine if their contact is more than 14 days and fewer than 90 days from their final dose of the COVID-19 vaccine.”</p> <p>COVID-19 Guidance for Schools Updated: February 11, 2021, KDE Operating Schools After Vaccination</p> <p>Because there is still an Executive Order in place, if you are required to quarantine due to contact with someone who has COVID-19 or you contract COVID-19, you will receive up to 10 days of COVID-19 Emergency Leave. If you have additional incidents directly related to COVID-19 after using the first 10 days of COVID-19 Emergency Leave, situations will be considered on a case-by-case basis. Documentation of the required quarantine must be submitted.</p> <p>If an adult is quarantined but is not ill, they will work with their supervisor to create a plan. For example, a teacher could still teach remotely and a sub or other certified person could be in the classroom with the in-person students.</p>
<p>If 98 percent of my students return, how do I separate them 6 feet apart when my room is not big enough? What happens when a parent tries to sue because my students are not 6 feet apart from one another, and their child became sick?</p>	<p>In the document “Guidance for Safety Expectations and Best Practices for Kentucky Schools K–12,” page 7, they explain this circumstance:</p> <p>“If the physical space in the school does not allow for spacing students’ desks 6 feet apart, space desks as far away as possible. All desks should be arranged so students’ seats face the same direction. The use of cloth face masks is a safety expectation for all students and staff at all times, unless medically waived.</p> <p>School district employees are generally protected by certain immunities if sued for performing their official duties in good faith and according to district, state, and federal requirements. Additional information about school district and/or employee liability may be found on a previous KDE superintendent webcast: https://mediaportal.education.ky.gov/leadership/2020/06/superintendents-webcast-on-covid-19-q-a-session-6-9-2020/</p>

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ANSWERS FOR EMPLOYEES

QUESTION	ANSWER
<p>When there are not enough staff members to cover individual classrooms in the morning (before my contractual hours), or the afternoon, will the district provide that staff?</p>	<p>Schools will first seek volunteers to receive their hourly pay to cover extra duties.</p>
<p>I am wondering what our plan is for teachers who are high-risk themselves and also caregivers for high-risk children or family members. Are teachers who are in this situation able to continue virtually teaching from home?</p>	<p>JCPS is reviewing all accommodation requests. The Benefits Center is contacting each employee who requested an accommodation to see if the employee's request will be altered by the employee's vaccination decision. Keep in mind that after a decision is made to return to in-person classes, accommodation requests will be governed by the parameters of the Americans with Disabilities Act (ADA) and/or definitions of <i>high-risk employee</i> that may be included in an applicable governor's Executive Order in effect at the time. If you are still seeking an accommodation, it is important that you respond if you are contacted by the Benefits Center.</p>
<p>Several high schools have numerous students, and there is not enough space to distance students to have only 15 students in the classroom. So what other strategies will be used for the higher-density schools?</p>	<p>In middle schools and high schools, a hybrid schedule has been proposed.</p>