

## Scheduling

1. What time will teachers be released from campus in each of the phases/schedule scenarios?

Teacher work days will remain 7:50 a.m. to 2:55 p.m.

Some phases show students ending their live instruction at 12:10. Would teachers leave ten minutes after as our contract mandates? Or are we expected to be in the building while students participate in structured work time? Right now the schedule for phase one says that structured work time ends at 3pm, which is later than the contracted time.

The school day does not end at 12:10 p.m. for students nor teachers, as learning and job responsibilities continue throughout the day. Teachers are expected to follow contractual obligations for full calendar days, 7:50 a.m. to 2:55 p.m. for all phases of the Restart and Recovery Plan.

See UCVTS Restart and Recovery Plan for additional information on the daily schedule and phased plan (beginning on page 45)

2. Are Wednesdays a virtual, work from home day for teachers?

Teachers are expected to work on-site each day, as defined by the school calendar unless a reasonable request for accommodation has been submitted and approved which details an alternate, individualized arrangement.

3. UCCTI hours are pretty much a full day of school even in the earlier reopening phases. How does that work given that other buildings' schedule only show teachers providing live instruction until 12:10.

Shared-Time Academy teachers are expected to provide onsite instruction from 8:00 a.m. to 9:50 a.m. and from 12:25 p.m. to 2:15 p.m., which is 3 hours and 40 minutes (Phases 1-4).

Full-Time Academy Teachers are expected to provide onsite synchronous instruction in phases 1-2 from 8:20 a.m. to 12:10 p.m., and are typically scheduled for 3 blocks a day, which is 2 hours and 30 minutes. During the same phases (1-2) full-time academy teachers will also have asynchronous responsibilities, combined with other professional responsibilities in the afternoon from 1:30 p.m. to 3:00 p.m., an additional 1 hour and 30 minutes. Total, this includes about 4 hours of active professional responsibility time. In phases 3-4, full time academy teachers are expected to provide onsite synchronous instruction from 8:20 to 2:10 and are typically scheduled for 3 blocks a day, which is 3 hours and 30 minutes.

More detailed information regarding teacher schedules will be communicated in the upcoming days and weeks.

See UCVTS Restart and Recovery Plan for additional information on the daily schedule and phased plan (beginning on page 45)

4. Why is it necessary for faculty and staff to be in the building when the students are not there? This only increases staff risk for catching the virus. How does this decision illustrate a policy of "safety first"?

Among several reasons, providing students with effective and equitable instruction requires substantial technology capability and equipment which are more readily available on-site (Wi-Fi speed, bandwidth, a variety of equipment, etc.)

In phases 1-2, students will leave school at 12:10 p.m. and will continue instruction at home, thus reducing exposure for students and staff in alignment with our Restart and Recovery guiding principles, including safety. Furthermore, student cohorts reduce capacity by more than 50%, also reducing exposure to both students and staff in alignment with our Restart and Recovery guiding principles.

5. In creating a master schedule for our students, is each individual class section being monitored to ensure there will not be an overflow of in-person students in a particular classroom?

Every year class sections are monitored according to a predetermined maximum capacity and students are scheduled accordingly. This year, maximum capacity of sections have been reduced to accommodate 6 foot distancing recommendations and are still being monitored through the same procedures which typically exist. Every classroom has been measured and building charts have been created to track maximum capacity based upon planning for 6 feet of distancing.

6. What plans are there to minimize travel between buildings? How is the master schedule being changed to focus on safety and health as a priority (in addition to only half of the students attending at one time)? In the meetings I have attended, I have heard no discussion of data or results of serious analysis of alternative schedules being considered.

See answer located in question five above. Additionally, traffic flow maps and procedures have been created to address safe travel between buildings. Thorough analysis has been given and continues to be given to our master schedule. Initial analysis was considered in conjunction with parent survey information in looking at different scheduling options available based upon current enrollment. Final decisions regarding cohorting and class placement are dependent on final school environment forms being submitted by families. The philosophy already used to build our master schedule provides us many advantages. Some examples include:

- English and History classes are already cohorted.
- Core academic courses already occur in a student's home building for their first three years of school.
- The schedule is deliberately built to provide many teachers with common planning time, which allows teachers additional professional learning time to adjust to new instructional practices the result of the pandemic.

7. According to phase one of the plan, 9th graders would need to attend school in person for the first few days, while other students would work remotely. If the logic is that it is not safe for everyone else to be on campus, how is it safe for 9th graders?

The rationale for bringing grade 9 (only) students to in-person instruction for the first week of school addresses two main benefits:

- Through the committee planning and feedback process, concern and consideration was given to our newest community members (grade 9) students. Specifically, the transition under normal circumstances is challenging for students, as they are meeting new friends, new teachers, and acclimating to a new learning environment. Prioritizing in-person time to grade 9 students was a deliberate plan in order to help the transition for new students as comfortable as possible.

- Bringing in only one grade level, the first week of school will allow us to observe how our safety practices, traffic flow, etc. work and make adjustments as necessary for an increased number of students beginning the second week of school, again giving us information needed to create the safest and most effective learning environment possible.
8. When will we know which students are virtual learning and which students are returning?  
Family choice for preferred learning environment will be viewed by teachers through the PowerSchool teacher portal. As consistent with historical practice, the PowerSchool teacher portal is scheduled to open on August 27. As of now, we anticipate meeting that goal. Certainly, if there is a need to delay opening the portal we will notify staff of the change.
  9. Regardless of whether instruction is in-person or remote, when will teachers learn of their preps and class schedules so that we can start to prepare for our new classes?  
Teachers were notified of teacher course responsibilities for the 2020-2021 school year prior to the end of the 2019-2020 school year this past June and therefore already have the most pertinent information necessary to begin planning. As the schedule to start the school year looks much different this year, a separate document will be distributed to teaching staff which details responsibilities and expectations at different points in the day. Usual preparatory, curriculum or duty periods will be updated and can then be viewed via the PowerSchool teacher portal prior to September 2.

#### Temperature checks

10. Who will be responsible for taking the temperatures of staff and students? Where will those stations and people be located on campus?  
Designated temperature screening areas/checkpoints will be located at or near zoned drop-off areas. We are planning for staff to take student temperatures at checkpoint areas. All families and staff members will be required to complete a daily questionnaire, at least one hour prior to the start of school, which assesses COVID-19 symptoms.  
  
An email has been distributed to teaching staff members requesting assistance with no-contact temperature screening and to be paid as per details outlined in the collective bargaining unit. All teaching staff who indicate they are available to screen will be provided with the following PPE: N95 respirators, surgical face masks, face shields, goggles, isolation gowns and gloves. If the district is unable to secure screeners in-house, we have explored and are prepared to present a contract for services through a vendor to the Board of Education.
11. Will homerooms be in students' 1-2 period class? Does "Student Screening" between 8:00 - 8:20 am mean that the temperature check will take place in that room AFTER the student has entered the building and has come in close contact with others and with surfaces?  
Students will attend a pre-block when they first arrive at school to give district staff time to accommodate staggered arrival and screening. Screening will not occur in classrooms but rather outside, prior to entry in a building.
12. When will teachers be notified of duties assigned to us that are related to Covid-19 safety but that might also put us in additional danger of catching the virus? (e.g. Temperature Checks)  
What are our options if we do not feel comfortable or safe completing these duties?

It is very important to us that all students and staff feel as comfortable and safe as possible. Student and faculty choice has been a central focus and emphasized in our plan as much as possible. Teachers will not be mandated to check temperatures, but rather asked to assist where comfortable and will be compensated according to contractual agreements. Teachers who feel uncomfortable or unsafe as pertaining to a particular responsibility should always speak with their building administrator. We will address concerns and/or practices to the best of our ability. Training regarding COVID-19 related procedures and staff expectations will be reviewed with all staff on the first two days of school.

13. If/when full day in-person instruction resumes, will there be a mid-day temperature check or screening to help keep those on campus safe?

No. We are not planning on doing so at this time. There are many safety protocols in place to limit exposure and contribute to overall safety including the requirement that all students and staff wear facial coverings at all times, social distancing, and many more.

14. How will we prepare for a traffic snarl caused by parents who drop off students and choose to wait in their cars until they hear that their child has cleared the temperature screening?

For this reason, student temperature screening will not occur in cars. Parents will be expected to drop their child off and exit campus. See questions 10 and 11 for more information about temperature screening.

15. The list of possible Covid-19 symptoms are possible common occurrences for some. The current state health department documentation ( New Jersey Department of Health COVID-19 Public Health Recommendations for Local Health Departments for K-12 Schools ) recommends (as per the CDC) an individual experiencing 2 symptoms to isolate and exclude themselves from school (page 10) These symptoms include “headache, sore throat, nausea or vomiting, diarrhea, fatigue, congestion or runny nose” A child or staff member with allergies or a migraine can exhibit these at any time. Per the guidelines, we should isolate in that case, will a staff member be penalized in any way for following state guidelines? (Sick days, formal or informal reprimand, etc.) Will we be allowed to work from home in such a case?

Individual circumstances will be considered on a case by case basis. Additionally, please see information provided to faculty via district issued email address and as outlined in the Families First Coronavirus Response Act (FFCRA).

16. What happens if a student in my class tests positive for Coronavirus? Will I and all of the students in my class have to then quarantine for two weeks?

A decision will be made in coordination with our contributing local departments of health and will depend on the circumstances. Considerations include close contacts of students, length of time from exposure, etc. Please find a link below to updated Department of Health Guidelines for Schools which outlines processes for schools and DOH in making COVID-19 related exposure decisions.

[https://www.state.nj.us/health/cd/documents/topics/NCOV/RecommendationsForLocalHealthDepts\\_K12Schools.pdf](https://www.state.nj.us/health/cd/documents/topics/NCOV/RecommendationsForLocalHealthDepts_K12Schools.pdf)

17. If a teacher is required to quarantine, will he or she receive paid time off or will he or she have to use up all of his or her sick days? If sick days are being used, what happens when all of them are used and I'm sick or I get exposed again? Will I be allowed to teach from home?

Individual circumstances will be considered on a case by case basis. Additionally, please see information provided to faculty via district issued email address and as outlined in the Families First Coronavirus Response Act (FFCRA).

18. If a teacher is exposed to Coronavirus and has to quarantine, what paperwork will have to be filed in order for the teacher to either teach from home or to receive pay for the time that he or she is obligated to quarantine? (Are both of these options available?) What is the process for filing this paperwork? Will it have to be filed each time a teacher is exposed in my classroom?  
Individual circumstances will be considered on a case by case basis. Additionally, please see information provided to faculty via district issued email address and as outlined in the Families First Coronavirus Response Act (FFCRA).

19. If due to family emergency or personal circumstances a teacher must travel to a state on the self isolation / quarantine list, will that teacher be expected to quarantine for the 14 days as mandated by NJ law? In this event, do I have to provide any medical documentation to the district? Must I submit the form for leave immediately and begin isolating, correct? Would this count against my sick days? Would I be able to work virtually from home?  
Individual circumstances will be considered on a case by case basis. Additionally, please see information provided to faculty via district issued email address and as outlined in the Families First Coronavirus Response Act (FFCRA).

Information regarding the New Jersey Travel Advisory can be found here:

<https://covid19.nj.gov/faqs/nj-information/travel-and-transportation/which-states-are-on-the-travel-advisory-list-are-there-travel-restrictions-to-or-from-new-jersey>

## Coronavirus Testing

20. Will it be mandated that all students and staff get tested before returning to school?  
The district will not be mandating all students and staff be tested before returning to school. AS per CDC guidance, “Universal SARS-CoV-2 testing of all students and staff in school settings has not been systematically studied. It is not known if testing in school settings provides any additional reduction in person-to-person transmission of the virus beyond what would be expected with implementation of other infection preventive measures (e.g., social distancing, cloth face covering, hand washing, enhanced cleaning and disinfecting). **Therefore, CDC does not recommend universal testing of all students and staff.**”

Source: <https://www.cdc.gov/coronavirus/2019-ncov/community/schools-childcare/k-12-testing.html>

21. According to recent Center for Disease Control (“CDC”) guidance, up to 40% of Covid-19 infections are asymptomatic. Although the Plan contemplates several procedures to identify symptomatic individuals, there is no mention of any testing for asymptomatic individuals. The CDC guidance does not recommend random testing, but there is a recommendation to provide for “Testing asymptomatic individuals with recent known or suspected exposure to SARS-CoV-2

to control transmission.” ( Interim Considerations for K-12 School Administrators for SARS-CoV-2 Testing ) Although it may be impractical to test every student and employee, there needs to be at least some testing made available because of the 40% asymptomatic rate. This feature of the virus, and near impossibility to provide meaningful testing, makes a more compelling argument for opening schools for in person learning to a later date in the fall. Why is there no plan to test students and staff often and regularly included in the District Plan?

Please see answer to question 20 above in conjunction with Department of Health guidance below. Additionally, testing is made available to all Union County residents as per the following: <https://ucnj.org/coronavirus-update/testing-center/> . As per Department of Health guidance the district will “work with local health departments to identify rapid viral testing options in their community for the testing of symptomatic individuals. Having access to rapid COVID-19 testing for ill students and staff can reduce unnecessary exclusion of ill persons and their contacts and minimize unnecessary disruptions of the educational process.” The Restart and Recovery Plan will be updated accordingly. The district will continue to monitor guidance for asymptomatic individuals for change in recommendations and update our Restart and Recovery plan accordingly.

[https://www.state.nj.us/health/cd/documents/topics/NCOV/RecommendationsForLocalHealthDepts\\_K12Schools.pdf](https://www.state.nj.us/health/cd/documents/topics/NCOV/RecommendationsForLocalHealthDepts_K12Schools.pdf)

22. Will students and staff be given information about Coronavirus testing centers?

Please see two resources here for testing centers in New Jersey and in Union County.

Yes, our Restart and Recovery Plan will be updated. Please see information below.

New Jersey COVID-19 Information Hub - Testing: <https://covid19.nj.gov/pages/testing>

Union County Testing: <https://ucnj.org/coronavirus-update/testing-center/>

#### Contact Tracing

23. Contact tracing is a critical part of any restart and reopening plan. Currently, page 31 of the plan indicates that “UCTVS ... will work with local and county health officials...” if there is a known infection. If there is a more detailed plan in place, it should be disclosed. There needs to be a clear and detailed procedure ready before the first day any students or district employees arrive on campus. Speed is the critical component of contact tracing. When will you be providing us a clearly described procedure that coordinates with state and local officials?

The Restart and Recovery Plan has been updated with the following information:

UCVTS will follow guidelines outlined as per the New Jersey Department of Health

[https://www.state.nj.us/health/cd/documents/topics/NCOV/RecommendationsForLocalHealthDepts\\_K12Schools.pdf](https://www.state.nj.us/health/cd/documents/topics/NCOV/RecommendationsForLocalHealthDepts_K12Schools.pdf)

#### ***When Someone Tests Positive for COVID-19***

- Schools should ensure that parents and staff notify school authorities if they test positive for COVID-19.
- Schools should notify the LHD and provide the following information, where available: Contact information for the person(s) who tested positive for COVID-19;
- The date the COVID-19 positive person developed symptoms (if applicable), tested positive for COVID-19 (if known), and was last in the building;

- Types of interactions (close contacts, length of contact) the person may have had with other persons in the building or in other locations;
- Names, addresses, and telephone numbers for ill person's close contacts in the school;
- Any other information to assist with the determination of next steps. As long as routine cleaning and disinfecting have been done regularly (at least daily), additional cleaning measures are not necessary unless the COVID-19 positive person is in school on the day school officials are notified of the positive test.
- Notify the school community as per school protocol.

24. Will the school or health officials do the contact tracing when a student or staff member has tested positive for COVID 19? Will all who have been in contact with that individual be required to do a 14-day quarantine? When contract tracing, what criteria are being used to identify who must quarantine?

Department of Health Guidance outlines procedures for school districts' role in contact tracing (see question 23). Regarding individuals who may be required to quarantine and the criteria used to decide, UCVTS will follow Department Health guidance, linked below and decisions will be made in coordination with local Department of Health Officials based upon the specific circumstances - of which will be varied.

[https://www.state.nj.us/health/cd/documents/topics/NCOV/RecommendationsForLocalHealthDepts\\_K12Schools.pdf](https://www.state.nj.us/health/cd/documents/topics/NCOV/RecommendationsForLocalHealthDepts_K12Schools.pdf)

25. There are classes that are mixed with students from all the academies, for example Spanish and PE. Will this trend continue? Or will academies stay in their buildings to make contact tracing easier in the event that someone tests positive?

We are making adjustments where possible. There will be travel between buildings. However, students are cohorted at less than 50% capacity through the A/B schedule.

#### Social Distancing

26. In the state of New Jersey, indoor gatherings are currently being capped at a maximum of 25 people? How does this affect us?

The gathering cap does not apply to schools. However, NJDOE guidance does recommend that gathering size be limited.

Source: The Road Back:

[https://www.state.nj.us/health/cd/documents/topics/NCOV/RecommendationsForLocalHealthDepts\\_K12Schools.pdf](https://www.state.nj.us/health/cd/documents/topics/NCOV/RecommendationsForLocalHealthDepts_K12Schools.pdf)

27. How will the staggered movement in the mornings, afternoons, and during transitions be implemented in order to ensure six-foot spacing? Who will be responsible for monitoring students during that extended period of time in which teachers are using the facilities?

Building Principals will review traffic flow maps and procedures for travel between class periods, including staggered transitions in their faculty meetings during the professional development days. Teachers are currently expected to be in the hallways between passing periods Much the same as transitions during normal school operations, a teacher should reach out to a building administrator if they need coverage to use the restroom.

28. When will signage related to social distancing and arrows for traffic flow be posted in the halls as stipulated by our district's plan?

Signage has been ordered and is expected to arrive early the week of August 24th. Signage will be posted soon thereafter.

29. How will group work, science labs and other practical, hands on work, career & tech education be conducted in a classroom with students six feet apart, when this work requires students to work together in small groups and often to share tools? How will social distancing be maintained in these environments?

Returning to school in the fall has to be a community effort, with all stakeholders contributing to success. Capacity is reduced for all classes according to specific classroom measurement and 6 foot social distancing requirements. Teachers will be expected to plan lessons and procedures which adhere to the safety protocols and instructional practices outlined in the UCVTS Restart and Recovery Plan. Administrators will be available to assist faculty in talking through possible solutions to the many planning scenarios which may come up in the new and changing circumstances.

30. How will protocols for lockdowns and fire drills change given social distancing restrictions?

As per usual practice protocols for lockdowns and fire drills will be reviewed with faculty on the first days of schools for staff.

31. How will we maintain social distancing within the special education population at UCCTI? There are a lot of instances where I CANNOT maintain 6 feet away to help a student.

Please see response to question number 29. Additionally, there are many added safety precautions in place for social distancing including, but not limited to:

Facial coverings must be worn by all students and staff

Reduced capacity of students by more than 50%

District supplied hand sanitizer (60% alcohol or more) and disinfectant wipes in all classrooms, offices, entrances, restrooms, etc.

Increased cleaning and disinfecting of classroom spaces, with attention to areas which are more likely to be touched (door handles, light switches, etc.)

32. If a parent and student initially choose remote learning, will they be able to change their mind at any time to in-person which could lead to an overcrowded classroom that cannot social distance?

No. Students/families can choose to move to remote at any time. However, students will not be permitted to return to an in-person environment until the end of a marking period, and must request to do so with advance notice. Both changes to and from a remote learning environment will be documented through a district form.

33. School districts in Massachusetts and other parts of the country are putting tents in open school grounds to conduct socially distanced activities. These activities include orientation, and activities normally reserved for larger rooms under certain circumstances. Outdoor activities, particularly at the early stages of the school year, can help teachers and students build relationships that can help when a school has to turn to an all virtual learning environment. Is the district considering using outdoor activities to supplement beginning of the year team building activities for students?

The technology we have available allows us to provide equitable access to remote learners with indoor instruction. Requests for classes or activities to be held outside can be made through your building administrator, but must consider equity for students both participating in onsite and virtual learning.

34. Regarding social distancing in the classroom, will every classroom be required to have students face in one direction and spaced apart? Will individual teachers be allowed to group their students so they are facing one another? Will teachers be allowed to create their own makeshift plastic shields as barriers for face-to-face students?

UCVTS schools will allow for social distancing within the classroom to the maximum extent practicable. This will be achieved by ensuring students are seated at least six feet apart. Modifications will be considered for each individual classroom space which include turning desks to face the same direction (rather than facing each other), and/or having students sit on only one side of the table, spaced apart, among other considerations. Teachers who wish to consider particular desk arrangements should do so in consultation with building administrators. (UVTS Restart and Recovery Plan - page 21)

Students are required to be 6 feet apart and wearing masks at all times. If students are an appropriate distance apart, they may face each other.

#### PPE and Facemasks

35. Who will provide students with masks if they arrive at school without them?

UCVTS

36. The purpose of masks is to keep respiratory droplets from reaching others to aid with source control. Masks with one-way valves or vents allow exhaled air to be expelled out through holes in the material. This can allow exhaled respiratory droplets to reach others and potentially spread the COVID-19 virus. Therefore, CDC does not recommend using masks or if they have an exhalation valve or vent. Since the district has refused to provide teachers with PPE (face masks), will they be allowed to wear these vented face masks in the buildings despite reduced? What about bandanas which are also less effective in preventing the virus from spreading?

The CDC position is that “cloth face coverings are one of the most powerful weapons we have to slow and stop the spread of the virus”. The CDC also does not recommend using “masks for source control if they have an exhalation valve or vent.” **Face coverings at UCVTS with an exhalation valve will not be permitted.**

    The District has not refused to provide teachers with PPE. Please see email dated 8/23/2020 for specific details and accurate information.

37. Is the district placing any regulations / restrictions on what PPE teachers and staff may use as long as we provide it for ourselves ? Ex. If I buy a hazmat suit for my personal protection, is that prohibited? What about face shields or other face masks?

Face coverings at UCVTS with an exhalation valve will not be permitted. Teachers may request accommodations based on their specific needs and circumstances.

38. The safety of all students and teachers will be compromised if there is at least one student on campus that cannot wear a mask due to some medical condition. How are you planning to deal with such a student? Will you isolate that student from the rest of UCVTS community?

Students and staff members who cannot wear face coverings for a health related reason must notify the school nurse's office prior to August 21, 2020. Medical documentation from a physician is required. Decisions regarding well-being both of the student and the larger community will be considered based upon the circumstances.

39. Since the fitness teachers have students from multiple schools on campus, will there be a district wide policy on students who do not adhere to social distancing or wearing masks?

Yes, the district will communicate consistent district procedures for non-compliance of facial covering requirements. Faculty should also be thinking through classroom management protocols to support positive student behaviors for wearing facial coverings in class and on campus.

40. Will teachers be allowed to wear scrubs to come into work? They could be useful for teachers and other staff members due to their durability (for going into the washing machine everyday after work) and their ability to quick dry any saliva droplets that might come into contact with them.

If a faculty member feels more comfortable doing so, please make a request through your building principal.

41. Have the supplies needed to safely reopen including masks, gloves, protective supplies/equipment for nurses/health staff, and cleaning supplies been purchased and received in the quantities that you will need in order to open? Is the list in the plan the complete list of cleaning supplies?

Yes, all supplies have been purchased and most have been received in the quantities we will need in order to reopen. Those which we are waiting to receive (e.g. face shields) are expected to be received prior to the start of school. We will monitor shipment receipt and make adjustments as necessary. The district Restart and Recovery plan will be updated to include a specific list of supplies we have added to the existing supplies and as pertaining to COVID-19.

#### Student Compliance

42. When will we -- staff, parents, students -- start to learn the new safety measures and procedures? As a teacher of freshmen, I typically answer a lot of questions about how to/where to .... for new students in Sept. and I don't feel as if I have information yet for myself or for freshmen about this school year's policies and procedures which will be needed to keep us all safe, if possible.

Safety expectations will be addressed with students during the opening week of school. Teacher guidance will be provided during the September 3rd and 4th sessions. There will be a need for continuous ongoing training for students, staff and parents.

43. Compliance with the Plan must be strict and strictly enforced. Teenage students, especially in groups, are at a significant risk to not comply with safety protocols. There needs to be a procedure to put students who violate social distancing compliance on notice. One suggestion is to maintain a “three-strikes” policy. Students who continually violate the policy need to be required to take classes in only a virtual environment. With clear information to parents, and enforcement by teachers and administrators, this policy may be effective to limit non-compliance. Additionally, students may comply at the beginning of a phase, and then start to get relaxed with compliance. What type of policy will the district be adopting to enforce compliance with the Reopening Plan? How does the district intend to ensure that its message on compliance is clear and consistent?

There will be clear expectations for students to follow regarding safety procedures. Enforcement of these expectations are a shared responsibility for all UCVTS staff members. Interventions for students who are in violation of safety policies will be provided in a progressive and consistent fashion.

Cleaning Procedures:

44. What are the enhanced cleaning procedures that the school is following?

Please see page 32 of the District Restart and Recovery Plan

45. Between blocks there is only a ten-minute gap. How and who will be responsible for disinfecting the desks and other contact surfaces before the next class?

According to DOH guidance, “schools should follow standard procedures for routine cleaning and disinfecting with an EPA-registered product for use against SARS-CoV-2. This means at least daily sanitizing surfaces and objects that are touched often, such as desks, countertops, doorknobs, computer keyboards, hands-on learning items, faucet handles, phones and toys.”

Throughout the day when classrooms are empty for a period/block of time, the room will be disinfected using the electrostatic apparatus which will lay a fine mist on all hard surfaces that will evaporate and air dry. The disinfectant kills bacteria and virus in the room and will include spraying keyboards, misc, devices or other equipment in the room/space. (District Restart and Recovery Plan - page 32)

Each classroom/office space will be stocked with disinfectant wipes, for students or staff who would like to wipe down a personal space, tools etc.. Additionally, each classroom/office space will also be stocked with hand sanitizer (at least 60% alcohol).

[https://www.state.nj.us/health/cd/documents/topics/NCOV/RecommendationsForLocalHealthDepts\\_K12Schools.pdf](https://www.state.nj.us/health/cd/documents/topics/NCOV/RecommendationsForLocalHealthDepts_K12Schools.pdf)

46. In a CTE classroom, such as auto mechanics, where students need to share tools, how will

tools be disinfected between uses? Who will disinfect them? In non-CTE classes, will students be allowed to use shared objects such as dice, playing cards, plastic chips? Or should teachers use digital tools to simulate these experiences?

Please see answer to question 45. Additionally, shared objects should not be utilized. Digital tools should be utilized to the greatest extent possible and in an effort to limit contact and exposure wherever possible. (see page 22 of the District Restart and Recovery Plan)

47. Will teacher lounges be disinfected with the electrostatic apparatus like classrooms?

Yes.

48. Who is responsible for cleaning our classrooms? Doesn't it put staff in danger if we are actively cleaning germs without proper protection?

Please see question 45. Teaching staff are not required to be cleaning their classrooms.

49. "The disinfectant neutralizes all bacteria in the room..." Does the disinfectant also treat viruses?

The district will be utilizing disinfectants which are registered by the EPA and which are intended for use against the virus that causes COVID-19.

50. There doesn't seem to be any provision to disinfect each classroom between classes for full-time academic classrooms. However, the UCCTI shop classes will be disinfected between the morning students and the afternoon students. Why is it important that UCCTI disinfects between classes but not the academic classrooms? This is an inequity.

Please see response to question 45.

51. Can we get details about Envirox Critical Care (24 hour) cleaning products? I have spoken with people who work in critical care and they seem to be unaware of a safe 24-hour disinfectant. If it truly can neutralize bacteria AND viruses for 24 hours why is that not good enough for the UCCTI shops, too?

Critical Care will be applied after school each day according to guidelines. Critical Care "is EPA registered to kill *Pseudomonas aeruginosa*, *Staphylococcus aureus*, *Salmonella choleraesuis*, *Listeria monocytogenes*, *Escherichia Coli* 0157:H7, HIV Type 1-Strain HTLV 111B, Herpes Simplex Virus Type 1 VR-733 F(1) Strain, *Trichophyton mentagrophytes*, Vancomycin resistant *Enterococcus faecium*, Methicillin resistant *Staphylococcus aureus*, Influenza A VR-544 Hong Kong Strain, Rhinovirus R37 VR-1147 Strain 151-1, Polio Type 2 VR-1002 Lansing Strain, Human Coronavirus, Norovirus, Avian Influenza A." The recommended Kill Time for human coronavirus with Critical Care is listed as 3 minutes.

52. Classroom rugs are not frequently vacuumed under normal conditions. Will they be under our current situation? Are they just sprayed with something to disinfect them from bacteria and viruses?

53. If working in the buildings, staff would be exposed to these cleaning supplies on a regular basis.... So how can I find out which cleaners are being used, the schedule of cleaning, and details about these cleaners?

The district is only utilizing disinfectants which are registered by the EPA. Specifically, we have added disinfectants which are intended for use against the virus that causes COVID-19. The district Restart and Recovery plan will be updated to include a specific list of supplies we have added to the existing supplies and as pertaining to COVID-19.

54. When will water fountains be covered and hand sanitizer stations set up as stipulated in our district's plan?

Prior to the start of school.

55. Where do Shared-Time teachers go while their classrooms and shops are being fumigated after the morning classes leave?

The building principal/supervisor will recommend several spaces, to accommodate for social distancing, where faculty can go while shops are being cleaned and disinfected.

56. Will the electrostatic apparatus be used to clean all of the hand tools in a shop class? Does this include chromebooks?

No. Please see response to question 45.

57. If Allied Health still does not have a janitor by the time school is set to open, will teachers still be expected to work in the building? Without a full time janitor, who will be meeting all of the cleaning requirements in Allied?

A full time custodian was hired for the Academy for Allied Health Sciences at our last Board of Education Meeting (August 6, 2020)

#### District closure

58. State regulation mandates that if one person in a class tests positive (if students are in the same cohort and classroom all the time), the whole class has to quarantine for 14 days. If 2 people in a building test positive, then the whole building has to quarantine. Since many of our classes are mixed, will the whole district have to quarantine if one person tests positive on campus?

A decision would be made in conjunction with local Department of Health officials and depending on the specific circumstances.

59. The plan does not specify how or when school might be closed in the event that a student or staff member becomes infected. If one infection is detected, will the entire district be required to self-quarantine until contact tracing is finished? Will more than one infection be required? Will only a cohort be asked to quarantine? If a cohort has several teachers, will all teachers self-quarantine? Apparently, the planned schedule includes students attending classes in more than one building. Will this schedule require that the whole district shuts down until contact tracing determines who will quarantine? Although these questions may have been considered, the answers are not apparent in the Plan.

A decision will be made in coordination with our contributing local departments of health and will depend on the circumstances. Considerations include close contacts of students, length of time from exposure, etc. Please find a link below to updated Department of Health Guidelines for Schools which outlines processes for schools and DOH in making COVID-19 related exposure decisions.

[https://www.state.nj.us/health/cd/documents/topics/NCOV/RecommendationsForLocalHealthDepts\\_K12Schools.pdf](https://www.state.nj.us/health/cd/documents/topics/NCOV/RecommendationsForLocalHealthDepts_K12Schools.pdf)

Staff Leave and Accommodations:

57. Who is eligible for a sabbatical? And how can we apply for it?

Please see the [Collective Bargaining Agreement between the Board of Education of the Union County Vocational-Technical Schools and the Union County Vocational-Technical Education Association](#).

58. What is the district looking at or factoring in when reviewing accommodations? For that matter, what are possible accommodations that the district is even considering? (Is it possible to compile a list of accommodations we can request?)

Please see information provided to faculty via district issued email address. Accommodations are not recommended by school district personnel but rather the employee in consultation with a medical professional and as per considerations made available through the American with Disabilities Act (ADA).

59. Are any considerations being made for teachers who need childcare because of their own districts' virtual or hybrid learning plans?

Please see information provided to faculty via district issued email address and as outlined in the [Families First Coronavirus Response Act \(FFCRA\)](#).

60. Will leave under the childcare act be considered on an as needed basis?

Individual circumstances will be considered on a case by case basis. Additionally, please see information provided to faculty via district issued email address and as outlined in the [Families First Coronavirus Response Act \(FFCRA\)](#).

61. The childcare act says that leave is 12 weeks in length. The first 2 weeks unpaid, the remaining 10 weeks as 2/3rd of pay or \$200/day. It mentions sick days can be used for those first two weeks if the employer agrees. What is our district's policy on using sick time for a leave of absence?

62. Does intermittent leave require the district to hire someone in a teacher's place for the days that teacher is using a leave day?

It would depend on the subject/job responsibilities, among other considerations.

63. The school's application for this leave requires "proof" of no one else being able to care for the child. What type of proof is needed?

Some examples include an email from the school/daycare center of the closure notice, a link to a restart and recovery plan from a school district, etc.

64. What is the school's plan to help teachers after the government's leave act expires 12/31?

It is always a goal of District personnel to be as helpful as we can and is as appropriate to teachers, counselors, nurses, custodians, cafeteria workers, administrators, secretaries, and all staff.

65. If my accommodation request is to work remotely, and that request is denied, what options do I have if I feel unsafe with the current plans the district has in place?

A recommendation for a first step under those circumstances would be to talk with your building principal/direct supervisor and/or the Director of Human Resources to discuss the reasons why you feel unsafe and see if there are other mechanisms or areas where we can be helpful.

66. What if I file for a leave of absence, and it is denied? What recourse do I have?

This is a question more appropriately asked of a building Collective Bargaining Unit representative.

67. Is it possible to file both an accommodation request and a leave of absence request? The purpose of filing both would be the stipulation where if the accommodation cannot be met, then the leave of absence is requested.

It is recommended that an employee discuss options with a medical professional to best suit the needs and reasons for a request.

68. Requests for accommodations require a medical condition in some capacity. As of last week, Aug 8, ( COVID-19 Activity Level Report ) Central East (Union County) was designated a Moderate risk. In conjunction with the latest state recommendations ( New Jersey Department of Health COVID-19 Public Health Recommendations for Local Health Departments for K-12 Schools ) we should implement remote learning for students and staff at high risk. The CDC currently uses the following table to determine severe and high risk individuals: Table to determine high risk individuals . Therefore, if I file with the district for an accommodation to work from home due to any of the high risk factors (age, bmi, type 2 diabetes) can the district legally deny my request?

A reasonable accommodation takes into account many considerations, including faculty and health well-being, and also programmatic considerations. (e.g. would a district still be able to provide instruction to students in alignment with curricular and program requirements, should a particular accommodation be granted).

69. Additionally, the CDC recognizes several other conditions as “severe risk” according to other “mixed evidence” studies including: Asthma, Hypertension, Pregnancy, and Smoking. Severe risk pre-existing conditions Are these health conditions not also eligible for accommodations as per the previous question, as they are still designated by the CDC currently as severe risk?

Individual circumstances will be considered on a case by case basis.

70. What will the process be for reviewing and approving or denying accommodations and leave requests? How do we know the district is unbiased in its review? (What if two staff members file for the same leave or accommodation with the same medical reasoning as the basis, yet one is approved and one is denied?)

The district will review requests fairly and equitably and in compliance with governing law. Staff safety and well being is and will continue to be a priority.

71. In regards to family leaves (FFCRA), the Administration has asked for all requests to be in by Aug. 21st; however, the offer is through Dec. 2020. Are we able to make a request for the family leave after the Aug. 21st deadline should our situations change?

Yes.

72. My children's school district decided to go back to school alternating between face to face one week and full remote the following week. This makes it impossible for me to find childcare. Can I qualify under the FFCRA to request a leave under childcare?

Clarifying information would be needed to answer this question. Please reach out to Gwendolyn Franklin, Director of Human Resources to discuss in greater detail.

Secretaries:

73. What plans are in place to keep secretaries safe when their work space is often passed through by parents picking up sick students, students reporting to school late?

Parents or visitors will not be permitted to enter buildings (See Restart and Recovery Plan - page 20). There will be a separate process for parents to pick up a sick child (please refer to District Restart and Recovery Plan - page 24 ). Among many other safety considerations, plexiglass barriers are being installed at work spaces which have foot traffic passing by and which might otherwise may be appropriate.

74. Will secretaries be responsible for disinfecting their area every time a student walks in the office? How can this be managed with all of our other time-sensitive duties?

No. Additionally, students should not be entering secretarial work spaces.

75. Will school secretaries and safety officers have plexiglass barriers for when they are communicating with staff, students, and visitors? What about for the secretaries who were given doctor's notes requesting this accommodation?

Please see response to question 73.

Ventilation

76. Is the ventilation study completed yet for the district? If not, when can we expect the study to be completed? How can any staff or students be expected to work on campus without the completion of this study?

There is a software system on campus that provides real-time updates of air-flow, heating, cooling, and room temperature data in each classroom on campus. This system has always been monitored regularly, and we will increase the amount of daily check-ins with this system to ensure that all rooms have appropriate air-flow. While the external study will not be complete for the start of the school year, the system we currently have will allow us to quickly learn of any emerging issues and take any appropriate action. Areas without appropriate air-flow will not be used until an appropriate solution is decided.

77. Will airflow studies be done in all of the classrooms to ensure the safety of all of the staff and student body?

Please see the answer to #76 above.

78. The AIT air conditioning system is inadequate and antiquated. The fact that it breaks down at least once every year (of the last 12 years of my time working in the district) serves as the proof of that. If the AC system breaks down, will all students and staff be evacuated immediately? Where will they be evacuated if the breakdown happens, let's say, at 8:30 am? My child's school modernized their ventilation system, installed UV Wands, etc. to make his school's environment similar to that of a hospital. Why does the District Plan not mention any improvements to the existing antiquated AC system? Were any improvements to the AC systems made at all?

Please see the answer to #76 above. With regards to the question, if the air handler were to break we may have to consider not using rooms without proper airflow. If the cooling unit is not operational (different from ventilation), it would not necessitate closing down the building unless there was a threat to safety and health caused by high temperatures.

79. What can I do if my classroom does not have adequate ventilation with a window?

The current airflow system on campus is designed to provide 30% fresh air through the air handler. It is recommended that windows and doors remain closed to allow the air handler to be used as designed. Areas without appropriate air-flow will not be used by staff and students until an appropriate solution is determined.

80. My room only has windows that open up into the breezeway at the front of the building. How does that work? Does that meet ventilation requirements? What if people are not wearing masks in the breezeway and my students and I breathe that in?

Please see the answer to #79 above

81. Can classroom windows be opened or not? What if the building has AC but it isn't working properly? Will students be sent home?

Please see the answers to #76 and #79 above.

82. How often will ventilation filters be changed? Will they be HEPA filters? Manufacturer recommendations probably have not taken into account how frequently filters should be changed during a pandemic virus.

The NJ Restart and Recovery plan mandates that filters "must be maintained and changed according to manufacturer recommendations." We meet all manufacturer recommendations and will increase the frequency of changing filters. Our system does not support HEPA filters.

83. If the plan stipulates that Odorox Slimline Hydroxyl Air Processor will be put in the nurse's office to aid with airflow, why not also put this in classrooms with inadequate airflow?

Please see the answer to #76 above. If there are rooms with inadequate airflow, the room will not be used until there is a solution.

84. In room 609 the ceiling “vents” are in the roughly in the back half of the long room (which is also where the two sets of windows are), not in the front half of the room which is where most of the student classroom tables are located. How does this affect circulation, air quality, and virus spread?

Please see the answer to #76 above.

85. Results of the buildings’ air flow and HVAC study/audit need to be available before anyone is asked to return to the building. If you ask parents to choose, you are implying that you can keep us safe in the building. Why was the decision to ask parents to choose between in-person and remote made before the audit results were available?

Please see the answer to #76 above.

Entrances and Exits:

86. How will the designated building entrances and exits be monitored? For example, would a student who is feeling ill in AIT exit from the Magnet side door and walk around to the other side of the building to enter the nurses door?

All entrances will be monitored before, during, and after the school day. If a student is leaving to the nurse they will enter through the side AIT entrance. The nurse should be contacted each time a student is leaving their classroom to report to the nurses area.

Bathrooms

87. How are you planning to enforce social distancing in student bathrooms? County parks in NJ limit their bathrooms of approximately the same size to 2 people.

Faculty should continue to use faculty restrooms. Students will be required to wear masks and social distance at all times on campus, except in cases of medical requirements that state otherwise.

88. Faculty bathrooms in AIT have no fans/ventilation. If I need to go to the bathroom, let's say, between 1/2 and 3/4 immediately (we only have 4 minutes between classes, so waiting for a minute or two is not an option) after another faculty member who was there for 1-2 minutes, without ventilation that bathroom is not safe. Often, teachers have to wait in line for a bathroom in the hallway. The hallway is not wide enough to provide a 6-foot distance between a faculty member who is waiting to use the bathroom and passing students. What safe bathroom use practices are you planning to implement?

There are 10 minutes in between each class passing time in Phases 1-4 of our plan. All bathrooms on campus have been designed with sufficient airflow.

89. Will in classroom bathrooms be cleaned and disinfected frequently and as needed and utilizing protocols outlined by the Environmental Protection Agency (EPA) as our plan outlines? Will this be done between classes?

Lunch, Food and Drink

90. Where do you expect teachers to have a drink of water or eat their lunch? Indoor dining is not allowed in NJ, therefore, eating in the building will not be safe.

CDC guidance allows for students to eat in classrooms if students are able to maintain 6 feet of distance between one another in the classroom. Additionally, the NJ Restart and Recovery Plan allows for schools to serve food, but in limited ways. However, as we are not serving lunch during the school day until Phase 3 of our plan, students will not be eating on campus to begin the year. All staff will be provided with space to eat lunch in a socially distanced way (such as outside or in reserved tables at the cafeteria.) Faculty and staff can certainly make requests to building administrators.

91. As per the state ordinance, indoor dining is severely limited. If staff are expected to work a full day on campus, what is the arrangement for lunch? Are they allowed to leave campus or will a 'safe' lunch area be provided?

All staff will be provided with space to eat lunch in a socially distanced way (such as outside or in reserved tables at the cafeteria.) Faculty and staff can certainly make requests to building administrators. A faculty member may leave campus during their scheduled lunch period/break.

92. Will students and staff be allowed to drink water while in class in order to maintain their health? What if they have medical reasons to be drinking? What will the protocol be for drinking water in class?

Yes, Specific guidance for students and teachers about expectations for when and how to eat or drink in classrooms will be provided. Additionally, CDC guidance allows for students to eat in classrooms if students are able to maintain 6 feet of distance between one another in the classroom. Specific guidance for students and teachers about expectations for when and how to eat or drink in classrooms will be provided.

UCCTI/Shared Time:

93. Is UCCTI staff expected to work full days and everyone else working half days?

There are no half-days in our current schedule (excluding Nov 25, Dec 23, Mar 26, and Jun 21). See also responses to questions #1 and #3.

94. How is afternoon shared time going to work if home districts are only teaching half day as well?

There are differences between most of our sending districts with how they are scheduling students. We are working with each district to make a schedule that meets the needs of each UCCTI student.

95. Is UCCTI using Wednesdays as a remote learning day as well?

UCCTI, the Adult School, SYA, and RHS will be following a different schedule from the Full-Time academies. To maximize the amount of hands-on learning that we can provide for shared time students, there will not be a virtual Wednesday schedule.

96. I saw that the supplemental courses for Math and English for UCCTI is going to be done remotely on the plan. How will that be implemented?

Students will be completing their coursework through full-remote learning in those courses.

97. Will UCCTI still have just 1 counselor for all shared-time students? Is that even possible now?

UCCTI students are cohorted, reducing capacity on a given day. If there are specific concerns, we recommend addressing through your direct supervisor.

98. Shared-time teachers will now have 60% more exposure than all other faculty due to the new schedule. How is this equitable and fair?

Student contact time may be different for different teachers depending on schedule, course offerings, and other considerations.

#### Bussing

99. Will masks be required for the entire bus ride? Will eating be permitted on buses? I have this question based on the Grab And Go plan for students. Buses seem like spaces where students may not be able to keep the 6 foot bubble around them at all times. So removing masks for eating seems like it could be a concern on the bus. How would this be managed by the driver who must keep his/her eyes on the road? (It was disappointing to hear at the board meeting that we have no jurisdiction about bussing. This creates another potential weak point in our safety plan.)

Yes, masks are required for the entire bus ride. We are not in support of eating on busses, but rather waiting to do so until they are home. We will work with sending districts to ensure compliance.

#### Hybrid Teaching Model

100. How are teachers logistically going to teach both in person and virtually at the same time?

Prior to the COVID-19 Pandemic, Hybrid or Blended learning was understood to be that a student would participate in a mix of both in-person and remote learning. In the new understanding of Hybrid Learning, some students will follow a mix of an on-campus and remote schedule, while other students will not be participating in on-campus instruction for the time being. This is a learning environment that staff, students, family members, and the community has little or no experience with.

It is important that all members of the UCVTS community understand that there will be a learning curve as teachers, staff, and students adjust to the new environment. The phased

aspect of our plan provides for significant amounts of time to plan for and prepare for the Hybrid Environment. Specific training and resources will be provided to teachers, staff, students, and families to help make this adjustment.

Teachers will be preparing a lesson plan that meets the needs of both on-campus and remote learners. Remote students will be joining synchronously in phases 2-3-4 of the Full-Time Academy Restart and Recovery Plan. Technology and training will be provided throughout the time we will be in hybrid learning on technology, planning, instruction, and other topics.

101. Will teachers be expected to create multiple lesson plans? One for in-person, one for remote, and one for asynchronous? Will remote students be required to somehow join the in-person class synchronously? What technology will we use for that? Will we get training and practice time before classes begin? Does "asynchronous" in the plan refer only to Wednesdays? Or can a remote student choose to work on their own schedule without having to attend class at the scheduled time?

Teachers will be preparing a lesson plan that meets the needs of both on-campus and remote learners. Remote students will be joining on-campus learners synchronously in phases 2-3-4 of the Full-Time Academy Restart and Recovery Plan. Technology and training will be provided throughout the time we will be in hybrid learning on technology, planning, instruction, and other topics.

102. Will teachers be given lapel mic's and cameras for recording and projecting since we will be teaching while wearing masks?

Each teacher will be provided with a bluetooth wireless headset so that students in Remote learning will be able to hear the teacher.

103. Within the classroom - what type of activities can we do that also include social distancing (and given that supplies orders including items such as white board markers, tape, and scissors have not been approved)? What types of activities are prohibited during the pandemic for in-person instruction? Won't we see classrooms with students watching lessons on their Chromebooks, learning in a self-paced manner, and interacting with their remote learning classmates through shared docs and chats much as we did during remote learning last spring?

A hybrid learning environment is different from a full-remote environment. The strategies that we know to be effective in a full-remote, or full in-person setting may not be suitable for Hybrid Learning. Training on best practices and resources to provide effective instruction in the Hybrid classroom is planned for September and in on-going way while we are in a Hybrid environment.

This year, we requested faculty only make requests for supplies that are essential, in an effort to plan for potential unknown fiscal changes. There are plenty of supplies such as white board markers, tape, and scissors around campus. However, it is likely that as instructional practices will changing, so will there be a change to necessary supplies.

104. Will students be allowed to talk to each other in class such as in a Think-Pair-Share or Jigsaw collaborative activity? If so, will they have to be masked and 6-feet apart? What if a student has a medical excuse to not wear a mask? Or should activities such as these be conducted using a digital tool like shared documents or other apps?

This is a conversation which should happen between teacher and building administrator to assess whether it can be done safely and in accordance with district protocols. The goal is to

find instructional practices and learning experiences that are both valuable and maintain safety. Use of digital tools and other apps are a great suggestion to explore in an effort to accomplish valuable and safe learning experiences. Students and staff are expected to be masked and maintain a six foot distance at all times. Students and staff who feel there is a medical reason for not wearing a mask will be required to complete a form, which requires physician documentation. Requests will be reviewed and considered on an individual basis, which take into account both the well-being of the individual and the well-being of all staff and students. (see pages 19-21 of the Restart and Recovery Plan)

#### Text Books

105. My students need Ebook access now more than ever and do not have it. Our textbooks are also out of date. I submitted a quote for new books which include Ebook access, but was told they would purchase next year when needed. When will I have my new books so paperless assignments can be used?

Please discuss textbook orders with your Building Principal or Discipline facilitator.

106. How are we getting our textbooks back? When will this be completed? How are we distributing textbooks to remote only learners?

Time will be provided in the first days of school for teachers to organize their textbooks, which are being collected over the summer. Arrangements for students in remote learning to get textbooks will be made on a case-by-case basis.

#### Camera Privacy Issues

107. At the Board of Education meeting, Asst. Superintendent Smolenski mentioned that cameras would be placed in our rooms in order to teach both in school and distanced instruction simultaneously. Will these cameras be kept on even while classes are over?

Each teacher will have their own camera to turn on/off as the Hybrid classes are running.

108. Will our classes be recorded?

Zoom classes will not continue to be recorded. If there a need to change the practice, it will be communicated in advance to faculty.

109. Will parents be given a waiver to sign considering that their children's likenesses and ideas will be broadcast? What happens with students whose parents do not comply?

These concerns are addressed in the RUP that all families and staff sign. Zoom meetings should not broadcast outside of UCVTS.

110. In regards to the camera in the classroom, how is that not an infringement on teachers' privacy rights? Can a teacher refuse to be on camera if they are not comfortable?

#### AP and Certification

The manner in which UCVTS and most districts are meeting the requirement to provide equitable Remote instruction is to provide some form of synchronous and asynchronous instruction. At UCVTS, while we are in the Hybrid model that will necessitate teachers having Remote students to join their classes synchronously through the webcam.

111. AP teachers and academy teachers have a tight calendar to accomplish curriculum -- have

there been adjustments on administration expectations?

We will continue to communicate with the College Board regarding expectations on curriculum coverage. Until we know more about guidance on specific subjects, teachers should proceed with attempting to prioritize the most fundamental information.

Class Rooms:

112. How did the district determine the maximum number of students allowed in each classroom? When will teachers be given that number?

Each classroom was surveyed and there are a specific number of students allowed in each classroom that would allow for 6 ft separation within the square footage of the room. Students will not be scheduled in numbers larger than the room size allows for 6 feet of separation. This would be available once the schedule is out.

113. After visiting campus to retrieve items, I noticed that classrooms looked the same or worse than they did on March 13th. When and who will be setting up classrooms for in person classes?

There will be time on September 2/3 and teachers may come over the summer to work on specific adjustments to their classrooms.

114. Are we expected to come in on our own time to get our room ready and to “undecorate”?

There will be time on September 2/3 and teachers may come over the summer to work on specific adjustments to their classrooms.

115. Will faculty be allowed to access classrooms in these next weeks?

Teachers may come over the summer to work on specific adjustments to their classrooms. Please make an appointment through your building administrator.

Professional Development

116. For our first two PD days, how much time will be allotted to PD versus common planning time? Would it be possible for the district to avoid using time for PD content that can be put in an email or posted as an online module or video in order to maximize planning for our hybrid environment.

All PD will be created so that it will be available online. There is significant PD time built into Phases 1-4 of our plan.

117. Will the Staff Professional Development be online?

There will be live support sessions and introductory sessions, but all PD is expected to be prepared so that it can be experienced asynchronously as well.

Staff Evaluations:

118. How will our evaluations be adapted to reflect the new environment which limits collaboration, movement, and teacher interaction with students?

We are awaiting guidance from the state on evaluation procedures. There were significant changes mandated by the state in remote learning, and it is likely that there will be specific guidelines for hybrid learning as well.

Co-curricular and Extra-curricular Activities:

119. Only some of the stipend positions were approved at Board of Education meeting. As a club advisor, when will I know if my club will be active this year?

We will know more about club offerings for the 2020-2021 school year after the Governor's Budget revisions due August 25th.

120. According to the district's plan, during Phases 1 and 2, district grounds and facilities will not be open for onsite extracurricular activities. Will UCC also be excluded from using the classrooms at night as they share district grounds?

No, UCC will continue to have space on-campus available to them.

Disciplinary Actions:

121. I would imagine that LOP and central detentions will no longer be given, how will students be held accountable for inappropriate actions during this school year? Will the district have a policy or it is school by school?

Similar to past years, there will be a district policy on discipline that will include clear language on updated behavioral expectations. Infractions will continue to be addressed using progressive measures.

Attendance:

122. How are we taking attendance for all of the students in the beginning of our class? (Are we still required to give virtual students 15 mins to show up? Email them, our secretary and principal when they're not there, etc?)

A specific attendance policy will be communicated to all staff during the September 2nd/3rd date with time for support and training.

Rights and Liabilities

123. What are our rights as staff if we feel unsafe or uncomfortable with procedures or practices? If we are asked by an administrator to perform a duty or task that we believe jeopardizes our safety, do we have a right to refuse? (ex. If we are asked to perform temperature checks / hall monitor / isolation room monitor, and we do not believe proper safety protocols are in place or up to our personal safety standard.)

Staff are always encouraged to reach out to building administrators or the Director of Human Resources to talk through any concerns. We have been and will continue to work hard to make the UCVTS learning environment as safe as possible for students and staff.