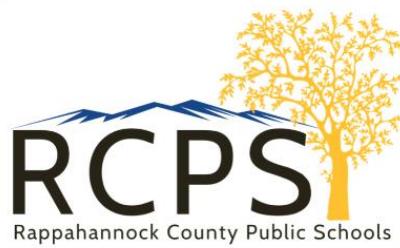


REOPENING PLAN:



A proposal to create an environment where safety, wellbeing, and academic success are paramount

Acknowledgements

RCPS would like to thank the nine reopening strategic teams for all their hard work developing recommendations for a potential Phase III reopening plan. Without your dedication, this proposal would not be possible. Thank you for all your time and effort!

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Team Members: Lindsey Morris, Janet Robey, Molly Stolar, Jennifer Woodward, Linda Torrance

Social Emotional Supports for Students and Staff / Facilitators: Dani Pond and Jackie Tederick

Team Members: Candy Lamma, Kathy Sickler, Kathy Zehr Rhodes, Holly Jenkins, Suzanne Torosian, Jen Jobber, Tiffany Matthews

Space Utilization and Scheduling for Instruction / Facilitators: Lisa Gates, Jennifer Wissinger, Jimmy Swindler, Karen Sanborn

Team Members: Dani Pond, Erica Robinson, Rachel Dodson, Amy Grady, Layne Vickers & Stephanie Cash

Transportation & Bus Routing / Facilitators: Michael Tupper & Al Payne

Team Members: Chris King, Jerry Goebel, Carl Menefee, Kathy Atkins, Courtney Atkins, Ashley Settle, Jimmy Swindler, Lisa Gates

Meals & Feeding Programs / Facilitator: Amanda Butler

Team Members: Julie Banks, Karen McCracken, Teresa Wayland, Caroline LeVans, Robin Frye, Julie Anderson, Pam Jenkins, and Heather Atkins

Connectivity & Remote Learning Resources / Facilitator: Robin Bolt

Team Members: John Lillard, Kelly Estes, Tiffany Montague, Pamela Jenkins, Lauren Clem, Beth Gainer, Sheila Lamb, Andrea Payne

Instructional Delivery & Staff Development / Facilitator: Crystal Smith

Team Members: Dani Pond, Michele Fincham, Sallie Shackelford, Katherine Todd, Dawn Roseberry, Hope Dunn, Elaine Snider, Lauren Barron

Human Resources & Policy Implications / Facilitator: Carol Johnson

Team Members: Michelle Berta, Stacey Whitt, Shelley Shankle, Kristin Frazier, Scott Schlosser, Layne Vickers

Athletics and Activities / Facilitator: Courtney Atkins

Team Members: Lindsey Morris, Matthew Hummill, Kreighton Long, Colton Ball, Sallie Shackelford, Lauren Clem, Cheryl Crews



Introduction

On June 9, 2020, Governor Ralph Northam released a phased reopening plan for all Virginia Public Schools including guidance on instructional and service delivery for the 2020-2021 school year. This document is intended to provide specific components of the Rappahannock County Public Schools Reopening Plan aligned with recent guidance and health data from local, state, and federal health agencies and organizations. The plans for reopening maintain high priorities for health, safety, academics, and social emotional supports, along with flexibility and contingencies in order to pivot from a variety of instructional models as well as respond appropriately and efficiently to prevent and mitigate the spread of COVID-19.

Overarching Goal:

RCPS will provide a safe and healthy school environment to reopen for all students in August 2020 by implementing immediate health risk mitigation strategies and physical distancing protocols as recommended by the Virginia Department of Health and the Center for Disease Control.

Reopening Teams:

RCPS Reopening Teams conducted research, compiled best practices, health guidance, and stakeholder feedback to make recommendations outlined in this report in the following areas:

- **Health & Safety Mitigation Strategies**
- **Social Emotional Supports for Students and Staff**
- **Space Utilization and Scheduling for Instruction**
- **Transportation and Bus Routing**
- **Meals and Feeding Program**
- **Connectivity and Remote Learning Resources**
- **Instructional Delivery and Staff Development**
- **Athletics and Activities**
- **Human Resources and Policy Implications**

Guiding Principles for Reopening

- ✓ Ensure a safe and healthy school environment for students and staff.
- ✓ Demonstrate flexibility and compassion in building options for parents and staff, with specialized accommodations for those who are high risk.
- ✓ Provide instruction both in-person and remotely that meets state and federal standards as well as incorporates necessary supports in accessing technology and social-emotional wellness.
- ✓ Ensure specialized instruction for students with disabilities and ESOL students.
- ✓ Ensure the nutritional needs of students are met, even in the case of alternating schedule or extended school closure.
- ✓ Provide time and flexibility for staff to receive necessary training as well as prepare for successful reopening.

State Guidance on Reopening Schools

Governor Northam's [Phase Guidance for Virginia Schools](#) and the Virginia Department of Education guidance document, [Recover, Redesign, and Restart 2020](#), were driving forces in the development of this plan. At any time, the RCPS School Board and Administration can enter a lower phase should local health district data indicate that it would be advisable.

PHASED REOPENING SUMMARY

RCPS WILL FOLLOW THIS FRAMEWORK

PHASE I:

- In-person instruction with strict protocols for special education programs.
- No athletics or extracurricular activities permitted.
- Remote learning for all students.

PHASE II:

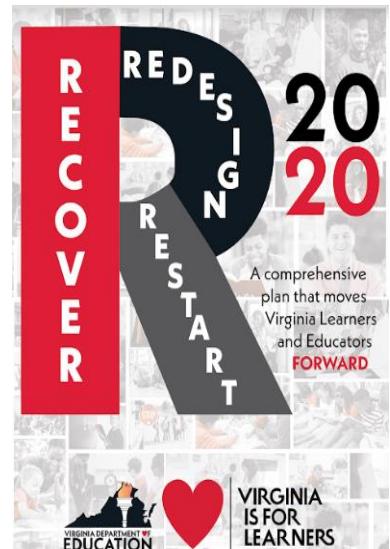
- In-person instruction for PreK-3, ESOL, and Special Education.
- Remote Learning for all other students.
- Limited access to athletics and extracurricular activities with mitigation strategies.

PHASE III: (WHERE WE ARE NOW)

- In-person instruction permitted for all students with mitigation strategies in place.
- Remote learning options for high risk students.
- Expanded athletic and extracurricular activities with continued mitigation strategies

BEYOND PHASE III:

Divisions develop a "new normal" with some mitigation strategies still in place in consultation with public health officials.



Before entering each Phase, divisions must submit plans to the VDOE outlining strategies to mitigate health risk for COVID-19, addressing CDC and VDH recommendations, as well as strategies for employing in-person and remote instructional delivery.

Health & Safety Mitigation Strategies

The first priority of the RCPS Reopening Plan will be the health and safety of students and staff. Mitigation strategies will be implemented to ensure a healthy and successful return to school during Phase III of the Forward Virginia Plan. The following mitigation strategies are subject to change per guidance from Governor Northam, state health officials, and/or at the discretion of school administration.



HEALTH AND SAFETY KEY ELEMENTS

- Daily Health Screenings
- Health & Hygiene Education Protocols
- Enhanced Cleaning & Disinfecting Protocols
- Physical Distancing Strategies
- Close collaboration with VDH for presumed symptoms & contact tracing

Protecting Students and Staff

The CDC has defined certain students and staff who may need extra precautions against infection. In addition to adults over 65 years of age, the following conditions are considered high risk of serious illness if infected by COVID-19:

- [Chronic kidney disease](#)
- [COPD \(chronic obstructive pulmonary disease\)](#)
- [Immunocompromised state \(weakened immune system\) from solid organ transplant](#)
- [Obesity \(body mass index \[BMI\] of 30 or higher\)](#)
- [Serious heart conditions, such as heart failure, coronary artery disease, or cardiomyopathies](#)
- [Sickle cell disease](#)
- [Type 2 diabetes mellitus](#)

RCPS will provide remote options and health-related accommodations for students and staff at higher health risk. Flexible options for instruction will be available through application for students not in a medical high risk category.

Student/Staff Screening Assessment for COVID-19

No Flags

Proceed to Class

Exposure,
No Symptoms

Cannot Attend School
• Home for 14 days since last exposure

Diagnosis,
No Symptoms

Cannot Attend School
• Home for 10 days since 1st positive COVID-19 test

1 or more
Symptoms

Cannot Attend School

- *If confirmed positive for COVID-19 OR person has not been tested: home for 10 days since first symptoms, no fever for 3 days (without the use of fever reducing medications), AND 3 days of symptom improvement, including coughing and shortness of breath*
- *If negative COVID-19 test: May return to school if no fever for 24 hours (without fever reducing medications) AND person has felt well for 24 hours*
- *If confirmed diagnosis other than COVID-19 then normal return to school policies will be followed*

SYMPTOMS:

- Fever
- Shortness of Breath
- New Cough
- Chills
- Difficulty Breathing
- New loss of taste or smell

Daily Screening Procedures

RCPS has developed screening protocols aligned with CDC and VDH recommendations to help prevent COVID-19 entrance to school facilities. RCPS will work collaboratively with the Virginia Department of Health to report and monitor local COVID-19 cases in order to prevent possible outbreaks.

If symptoms present after arrival:

- Student will be asked to wear a mask and brought to nurse for further evaluation
- School nurse will review child's condition and inform parents
- If student is highly suspicious for COVID-19, testing will be recommended before returning to school

Exposure:

- Any student or staff member reporting *close contact* with a positive COVID-19 person will be need to quarantine for 14 days from last exposure to the positive person.
- Tracing protocols per CDC & VDH will be followed with any positive COVID-19 cases.

Parents will be asked to conduct a daily health checklist for each child prior to sending children to school:

Daily Checklist for Parents

Does Your Child Have Any of These Symptoms?

- ✗ Fever
- ✗ Chills
- ✗ New Cough
- ✗ Shortness of breath or difficulty breathing
- ✗ New loss of taste or smell



Parents are asked to keep their child at home if any of the above symptoms appear.



Close Contact with Person Positive with COVID-19 Defined:

- ✓ Within 6 ft of person for 15 minutes or more.
- ✓ Provided care at home to someone sick with COVID-19
- ✓ Had direct physical contact (touched, hugged, kissed)
- ✓ Shared eating or drinking utensils
- ✓ Someone sick with COVID-19 sneezed, coughed, or somehow got respiratory droplets on you

Screening Assessment

A summary of the screening protocol is outlined below. All visitors to RCPS will be asked health screening questions before being allowed to enter the building.



No Symptoms Present

- Proceed to school
- Proceed to class



Exposure with no Symptoms

- Cannot attend school for 14 days
- Remote learning



Diagnosis with no Symptoms

- Cannot attend school for 10 days since positive test
- Must be symptom free to return



1 or more Symptoms

- If confirmed positive, home for 10 days since symptoms appeared
- No fever for 3 days without use of fever reducing medicine
- 3 days of improvement, no fever for 24 hours after negative test

School nurses will complete a course in [contact tracing for COVID-19](#) prior to the start of school. School nurses will consult with local health department and state health officials in regards to suspected or confirmed COVID-19 cases.

Employee Screenings

- ✓ Required daily for all staff before reporting for work
- ✓ Staff will use a self-screening tool to document health assessment
- ✓ Staff will report symptoms to administrator and follow the screening protocol
- ✓ Staff will assume the responsibility of ensuring proper assessment of personal health before reporting to school
- ✓ Same protocol will be followed for positive, sick, or exposure

Health and Hygiene Education Protocols

RCPS will conduct training for all staff prior to opening school as well as communicate the benefits of proper health and hygiene procedures including, but not limited to, proper handwashing or use of sanitizers, respiratory etiquette, and proper use of Personal Protective Equipment (PPE). Proper hygiene methods will be reinforced with students by staff routinely. Proper signage promoting good hygiene practices will be posted as part of the instructional process as well.

Keeping the School Safe

Encourage your faculty, staff, and students to...

Practice good hygiene



- Stop handshaking- use other noncontact methods of greeting
- Clean hands at the door and at regular intervals
- Create habits and reminders to avoid touching their faces and cover coughs and sneezes
- Disinfect surfaces like doorknobs, tables, desks, and handrails regularly
- Increase ventilation by opening window or adjusting air conditioning



Consider rearranging large activities and gatherings

- Consider adjusting or postponing gatherings that mix between classes and grades
- Adjust after-school arrangements to avoid mixing between classes and grades
- When possible, hold classes outdoors or in open, well-ventilated spaces



Handle food carefully

- Limit food sharing
- Strengthen health screening for cafeteria staff and their close contacts
- Ensure cafeteria staff and their close contacts practice strict hygiene



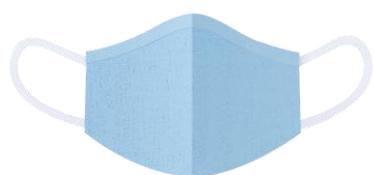
Stay home if...

- They are feeling sick
- They have a sick family member in their home

Face Coverings

Face coverings, such as cloth masks or face shields, will be encouraged, but required in certain conditions:

- All students will be required to wear a face covering to ride the bus to and from school.
- All staff and students are required to wear a face covering when 6 feet of physical distancing is not possible or other mitigation strategies are not available (i.e. desk shields, barriers).
- All visitors who enter the building will be required to wear a face covering after a health screening



RCPS has purchased cloth face masks for all staff and students.

Cleaning and Disinfecting Protocols:

- RCPS will follow CDC recommendations and guidelines for safe sanitization of school facilities
- RCPS will ensure that all facilities are as sanitary as possible to promote a healthy environment in accordance with the [CDC reopening guidance](#).
- Proper supplies such as soap, water, hand sanitizer, masks, and gloves will be accessible to all persons in RCPS facilities.
- Emphasis will be placed on daily cleaning and disinfecting of high touch areas such as doorknobs, light switches, desktops, bathrooms, computers, playground equipment, shared objects/PE equipment, and countertops.
- RCPS will provide sanitizing wipes, hand sanitizer, and gloves to each classroom.
- In addition to face coverings, additional PPE supplies will be available as needed, such as gowns, disposable masks, face shields, & eye protection.
- RCPS will use the [CDC Facilities Cleaning and Disinfecting](#) protocol for deep cleaning
- EnviroOx, an odorless disinfectant proven to kill COVID-19 and other viruses and bacteria, will be used to mist classrooms daily and buses after each run using electrostatic sprayers
- Touchless air dryers and touchless hand sanitizer stations are being installed



Air quality and HVAC:

- ✓ Increased contaminant capturing filters will be replaced twice as often.
- ✓ All systems have been fixed and are fully operational.
- ✓ New settings increasing air flow will be implemented.



Social Emotional Supports

RCPS is committed to re-engaging students while also providing for the social emotional needs of students, staff, and families. The Center for Health and Health Care is reporting that the most vulnerable students—students with special needs, students with existing mental health diagnoses, and those with low-income—suffer during long-term school closures as they often rely on critical services in the school setting. Locally, there has been a rise in student anxiety and depression as well as an uptick in child protective services investigations as reported by the Rappahannock County Department of Social Services. RCPS has identified key social emotional supports that will need to be in place for reopening schools in order to address the overall social emotional wellbeing of students and staff.

SIGNS OF STRESS DURING A PANDEMIC

- ❖ Fear and worry about your own health and the health of your loved ones
- ❖ Fear and worry about your financial situation
- ❖ Changes in sleep or eating patterns
- ❖ Difficulty sleeping or concentrating
- ❖ Worsening of chronic health problems
- ❖ Worsening of mental health conditions
- ❖ Increased use of tobacco and/or alcohol and other substances

Center for Disease Control



Essential Social Emotional Supports for Students and Staff

- ✓ Professional outpatient counseling and mentoring services for students and staff
- ✓ Implementation and training for all staff in Social Emotional Learning (SEL) curriculum
- ✓ Increase in extracurricular opportunities for students (fine arts, recess, athletics, mindfulness, PRIDE, etc.)
- ✓ Baseline SEL assessment to ascertain overall wellbeing of school community
- ✓ Daily check-ins at both schools
- ✓ Time for teacher planning, training, and preparation to serve the unique needs of our students and families as they transition to new routines, procedures, and expectations

Space Utilization and Scheduling for Instruction

Key considerations for developing an instructional model:

- Safety of students and staff
- Classroom space, staff capacity, and class sizes
- Alternative mitigation strategies when physical distancing of 6 feet is not possible
- Communal spaces (playground, cafeteria, auditorium, etc.)
- Remote learning and technology capabilities
- Transportation and impact on arrival/departure times
- Classroom and facilities sanitization requirements
- Time for teacher training, planning, and distance learning resources

Based on the scientific data about mitigation provided by a variety of health agency guidance documents, the committee recommends a hybrid instructional model in a “soft opening” approach to transition students to the goal of an in-person instructional delivery model with mitigation strategies in place in order to serve the unique needs of our school community. The soft opening will allow for a careful evaluation of all new mitigation strategies and procedures, as well as allow for additional time to educate and train staff and students on the new protocols with fewer students at a time. Depending upon the local level of risk in the Rappahannock Rapidan Health District at the time school reopens, the number of students served each day could vary. RCPS is committed to providing equity to all students and prioritizing in-person instruction for the most vulnerable student groups, such as students with disabilities, English learners, primary grade students, and low-income students. Flexibility will be provided for families who need distance learning or those who may require additional in-person instruction.

Soft Re-Opening Model with a Student Start Date pushed back to August 24

Initial Hybrid Model				
Mo	Tu	We	Th	Fr
Group A In-School	Group A In-School	Group A & B Remote Learning	Group A Remote Learning	Group A Remote Learning
Group B Remote Learning	Group B Remote Learning		Group B In-School	Group B In-School

“Soft” Reopening Schedule:

The initial hybrid model will have two groups of students: Group A and Group B, with each group attending school in-person instruction two days per week and receiving remote instruction three days per week. Each Wednesday will be designated as a remote learning, teacher planning, and deep cleaning day. Although the goal is to transition to a **four day, in-person hybrid instructional schedule**, the soft opening will allow time needed to measure effectiveness and carefully monitor school community health during phased reopening. There will be exceptions that can be made for vulnerable student groups whose families request either more in-person or remote learning options, as well as staff members’ children who may need to attend all four days in order to sustain our instructional workforce.

Intended Instructional Model for Phase III

4-Day Hybrid Model				
Mo	Tu	We	Th	Fr
All Students In-School	All Students In-School	All Students Remote Learning	All Students In-School	All Students In-School
<i>With both hybrid models, additional in-school instruction options are available for students qualifying for special education services in accordance to their IEP.</i>				

DEPENDING UPON THE SUCCESS AND EFFECTIVENESS OF THE SOFT REOPENING MODEL, THE TRANSITION TO THE 4-DAY HYBRID MODEL MAY BE A MATTER OF WEEKS, MONTHS, OR MAY EVEN LAST THE ENTIRE FIRST SEMESTER. RCPS WILL CAREFULLY MONITOR ALL STRATEGIES AND LOCAL HEALTH DATA, AS WELL AS GUIDANCE FROM THE STATE TO MAKE THE DETERMINATION TO SWITCH TO THE 4 DAY MODEL.

Key Instructional Components of Reopening

Family Commitments

To better understand our families' unique needs once the Reopening plan is finalized and approved, an RCPS staff member will contact EACH and EVERY family by phone with a list of reopening questions including back to school contact information, information about exemptions, transportation requirements, technology needs, and Group designation. Families intending to support students remotely are asked to be prepared to support their children's active participation in the curriculum and learning activities. Students will need to have adequate space, materials, and support in order to follow the established pacing for covering all required content.

Curriculum

All RCPS courses are aligned with the Standards of Learning (SOL) requirements of Virginia. To the greatest extent possible, students will be served by dedicated RCPS teachers. Parents intending to support students learning remotely should understand that some specialized programs and course offerings may not be available without some face-to-face interaction with hands-on components for completion. Elementary and middle school courses include language arts, mathematics, science, social studies, health and physical education, and exploratory classes, etc. High school curriculum will vary based on course enrollment and graduation requirements.

Attendance

The Virginia Department of Education (VDOE) intends to provide flexibility for school divisions reporting chronic absenteeism due to the pandemic. Therefore, all absences related to appropriately responding to the health screening will be excused, and if the student actively participates in remote learning during these absences, the student will be counted as present.



FAMILY SURVEY SAID:

- 34% would support a full schedule
- 51% would support a hybrid schedule
- 43% uncomfortable with students wearing face coverings
- Only 21% concerned about health risks upon returning to school

Remote Learning & Instructional Delivery

RCPS is committed to providing an equitable remote learning and instructional delivery model for all students, regardless of whether students are in-person or learning remotely. In order to address the disparity in internet accessibility, RCPS will continue to support students and families in the following ways:

- ✓ Provide one-to-one devices to all students Prek-12 both for in-person and remote learning as well as to support the possibility of transitioning back to fully remote learning
- ✓ Provide a tech support line and online ticket system to help families with device usage
- ✓ Provide professional development and training for teachers, students, and families on the usage of devices and instructional platforms
- ✓ Continue to support community HotSpot Hubs in order to provide high speed internet access in various locations throughout the county
- ✓ Provide all teachers with a Huion H610 Pro V2 Graphic Drawing Tablet to facilitate remote instruction along with specialized staff development by current staff
- ✓ Provide all staff with Canvas training and support for teaching a blended learning model
- ✓ Provide a consistent framework for blended learning with regards to grading, participation, feedback, and availability of core teachers
- ✓ Provide additional accommodations to students with disabilities and English Learners to enhance access to curriculum
- ✓ Implement internet safety systems and communications for proper device usage in and out of school
- ✓ Administer frequent monitoring and feedback protocols to assess effectiveness of instruction

Broadband Issue

One third of students at RCPS have limited or no internet access at home.

Over half of students enrolled in the spring of 2020 reported needing appropriate devices to complete school work.

RCPS will continue to support students with devices, HotSpot Hubs, preloaded devices, and remote learning packets.



Virtual Virginia and Canvas

Thanks to a state contract between the Virginia Department of Education and Virtual Virginia, all school districts in the Commonwealth may participate in using the Canvas Learning Management System (LMS) with preloaded Virtual Virginia content for all grades K-12. Virginia, all school districts in the Commonwealth may participate in using the Canvas Learning Management System (LMS) with preloaded Virtual Virginia content for all grades K-12.



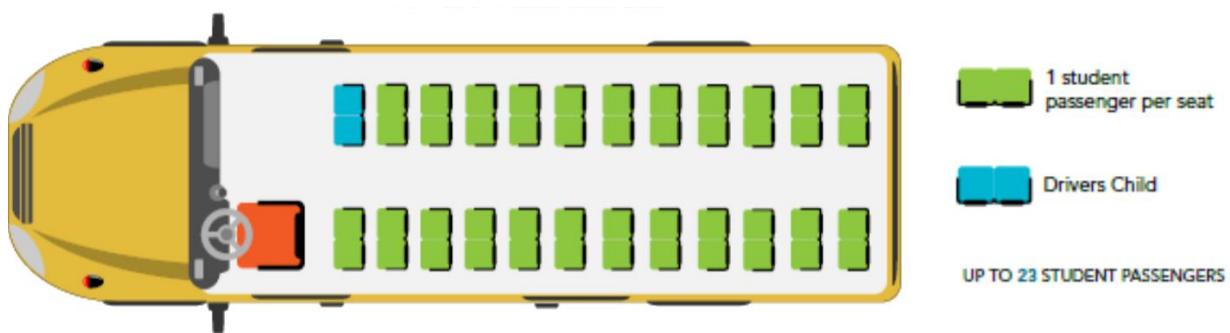
All RCPS teachers will receive two weeks of intensive, self-paced training, in-person training, and individualized support in order to launch and implement Canvas as our new LMS for instruction. This allows RCPS to seamlessly switch between any of the Governor's Forward Virginia Phases at any time since all students, whether in-person or remote, will be utilizing and working from the same LMS and accessing the same content. All student devices will be preloaded with Canvas material and additional support can be given individually as needed through our tech support line.

RCPS teachers have developed a Canvas mentorship program, allowing teachers who are familiar and confident with Canvas to mentor teachers who feel they need additional support. Also, RCPS is paying individual Canvas Curriculum developers in grades K-5 to help enhance the preloaded content already available through Virtual Virginia.

Transportation

In close examination of ridership data from the previous several years, small numbers suggest that bus routes will not need to change at this time given new physical distance flexibility. However, parents will be encouraged to transport their children to and from school, and discussions are taking place with local organizations to support the possibility of a before school drop off at 7:00 AM and an extended remediation/enrichment time until 5:30 to simplify family arrangements. Also, all students riding a bus will be required to wear a face covering. Students of the same household may sit together, otherwise only one student per seat will be permitted.

By reducing the ridership slightly and sending a sub driver on two larger ridership routes, RCPS should be able to maintain current bus routes. During the RCPS reopening phone calls to parents, transportation needs will be collected.



The schematic above (adapted from Fairfax County) depicts seating arrangements that will need to be followed in order to best transport students to and from school on time.

All students will be administered a health screening questionnaire by designated staff prior to exiting the bus to enter the school building. This is also true of parent drop-off students as well.

All buses will be sanitized after each run according to CDC and VDH guidelines.

Bus drivers are required to wear face coverings or face shields while transporting students.

Meals and Feeding Program

During the school closure and throughout the summer, RCPS continued to feed all families with children under the age of 18 who requested food assistance, regardless of Free and Reduced Lunch Status. The incredible food service staff consistently prepared and sent out over 1000 meals every week since the end of March.



During reopening, it is recommended that students do not congregate in the cafeteria due to higher likelihood of spread and the mixing of cohort groups of students (CDC, VDH, SNA). Breakfast and lunch will be eaten in the classroom where layout for physical distancing and alternative mitigation strategies are being implemented. Students in grades PreK through 2nd will have the opportunity to preorder meals to be delivered to classrooms. Students in grades 3-12 will have the opportunity to go through the service line in accordance with USDA recommendations to make meal selections.

The RCPS Nutrition Department remains dedicated to ensuring that all of our students are nourished and ready to learn.

- Meals will be provided on remote learning days with pick-up and delivery options
- Students will still be able to pack lunch
- Touch keypad is being replaced with lunch card scanner
- Touchless sanitizer stations installed
- Cafeteria decals promoting safe physical distancing in the lunch line will be installed

Athletics and Activities

RCPS understands the important role that extracurricular activities play in the development of our students. We will strive to offer these opportunities in a safe manner that promotes good health and the well-being of everyone involved. RCPS will follow the established guidelines for health, safety, and social distancing set forth by VHSL, NFHS, and our state health officials.

SPORTS RISK CATEGORIES

LOW RISK:

- Golf
- Cross Country
- Sideline Cheer
- Track & Field (individual running and throwing events)

MODERATE RISK:

- Volleyball
- Basketball
- Baseball/Softball
- Soccer
- Track & Field (high jump, pole vault, long jump)

HIGH RISK:

- Football
- Competition Cheer
- Wrestling



Phase 3 (Workouts/Some Practices & Contests Permitted)

Pre-workout/Contest Screening:

- Any person who has had a fever or cold symptoms in the previous 24 hours will not be permitted to participate and will be directed to go home and contact their health care provider for further guidance.
- A record will be kept of all individuals present
- Vulnerable individuals can resume public interactions, but should practice social distancing and minimizing exposure where distancing is not practical

Limitations on Gatherings:

- Gathering sizes of up to 50 individuals (indoor & outdoor)
- When not directly participating in practices or contests, care will be taken to maintain a minimum of 3-6 ft. between each individual.

Hygiene & Cleaning:

- Facilities will be cleaned by trained staff before and after use
- Before any workouts begin all individuals will wash their hands with warm water and soap for a minimum of 20 seconds.
- Hand sanitizer will be readily available to use throughout practices & contests
- All individuals will supply their own water bottle/School will not provide shared water bottles. Hydration stations/water fountains may be used with cleaning guidance.

Activity & Equipment:

- Moderate risk sports practices & competitions may resume (**competitions must be permitted by VHSL**)
- Modified practices may begin for higher risk sports/ pre-practice screening will be required/assessment of epidemiology data from other states and other levels of competition will be used to determine if higher risk sports may resume contests
- No sharing of towels
- Equipment such as bats, helmets and catching gear will be cleaned between each use. Football helmets & wrestling gear will only be used by one individual and not shared.
- Pre-game & Post-game handshakes may not be permitted.

Human Resources and Policy Implications

RCPS is committed to prioritizing the health and overall wellness of staff upon reopening schools. On July 8, 2020, the Human Resources Department sent employees information regarding eligibility for paid sick leave and expanded Family and Medical Leave (FMLA) under the Families First Coronavirus Response Act. The law requires employers provide these options for specified reasons directly related to COVID-19 with provisions applicable until December 31, 2020.

RCPS will provide employees specialized health accommodation plans for documented medical conditions that place them in a high risk category.

Additionally, RCPS will provide social emotional supports for staff returning to work who feel fear and/or anxiety in the workplace.

Wellness of Staff:

- ✓ Mandatory documented daily health screenings before reporting for work
- ✓ Individualized supports (health accommodations, additional PPE, health mitigations, and altered duties available)
- ✓ Commit to Be Fit Wellness Program
- ✓ Professional Development

The Families First Coronavirus Response Act (FFCRA) or Anti-recorder (anti-retaliation) provisions for providing paid sick leave and paid family and medical leave for specified reasons related to COVID-19.

EMPLOYEE RIGHTS
PAID SICK LEAVE AND EXPANDED FAMILY AND MEDICAL LEAVE
UNDER THE FAMILIES FIRST CORONAVIRUS RESPONSE ACT

PAID LEAVE ENTITLEMENTS

Generally, employers covered under the Act must provide employees up to ten business days of paid sick leave and up to twelve weeks of paid family and medical leave.

- **Paid Sick Leave:** An employee may receive up to ten business days of paid sick leave for specified reasons related to COVID-19.
- **Paid Family and Medical Leave:** An employee may receive up to twelve weeks of paid family and medical leave for specified reasons related to COVID-19.

ELIGIBLE EMPLOYEES

In general, employees are eligible to take unpaid leave under the FFCRA if they have been employed for at least 30 days prior to their leave request and are not an essential worker under the EEOC's COVID-19 guidance (see below).

- **Qualifying Reasons for Leave Related to COVID-19:**

An employee is entitled to new leave related to COVID-19 if the employee is unable to work, including because:

1. Is isolating in a Federal, State, or Local quarantine or restriction under orders related to COVID-19;
2. Has been advised by a healthcare provider to self-quarantine related to COVID-19;
3. Is experiencing COVID-19 symptoms and is seeking a medical diagnosis;
4. Is caring for an individual subject to an order described in (1) or self-quarantine as described in (2);
5. Is unable to work due to a lack of child care services or inability to telework or telecommute due to COVID-19.

EXEMPTIONS

The U.S. Department of Labor's Wage and Hour Division (WHD) has the authority to investigate and enforce rules related to the FFCRA. Businesses may not discharge, discipline, or otherwise discriminate against any employee who files a complaint or participates in an investigation or proceeding under or related to the Act. Employees in violation of the provisions of the FFCRA will be subject to penalties and may be liable for damages.

For additional information, go to the U.S. Department of Labor's website at www.dol.gov/coronavirus.
DOL-2020-0001
07/08/2020

WHITE AND GOLDEN RETIREMENT
Use this to file a discrimination complaint.
Call 1-800-322-6433
www.dol.gov/complaint



Resources

RCPS reopening teams researched data, best practices, federal, state, and local health agency guidance, and various COVID-19 reopening models being employed throughout the country. Here is a nonexhaustive list of resources that helped guide the recommendations in this plan.

CDC, (2020). *Coping with stress*. Retrieved from: <https://www.cdc.gov/coronavirus/2019-ncov/daily-life-coping/managing-stress-anxiety.html>

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<https://vasn.us/vasn-covid-19-health-services-recovery-plan/>

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

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