



# Jefferson Davis County School District Office of Student Services

*Failure, A Thing of the Past  
2020-2021*

Division of Special Projects



## Returning to School Employee FAQ:

**NOTICE:** These items are subject to change. Please check back frequently for updates.

- 1. If a teacher is exposed to someone with COVID-19, will they have to use their sick days to self-quarantine for two weeks?**
  - a.** The Families First CoronaVirus Response Act (FFCRA) allows for 80 hours of paid leave if an employee is unable to work due to mandated quarantine, COVID-19 symptoms, after presentation of verification from a doctor. If you do not turn in documentation, you will receive this offering.
  - b.** The FFCRA also provides up to 80 hours paid leave at  $\frac{2}{3}$  the employee's regular rate of pay if an employee is absent to care for an individual that is in quarantine or to care for a child (under 18 years old) whose school/child care provider is closed for reasons related to COVID-19. (with documentation)
  - c.** The Family Medical Leave Act (FMLA) was also expanded to include 10 weeks of paid leave at  $\frac{2}{3}$  the employee's regular rate of pay for employees who are unable to work due to the need to care for their child while the school/child care provider is closed for reasons related to COVID-19. (with documentation)
  - d.** If you do not provide documentation of a positive result or once leave provided by the FFCRA or FMLA is exhausted, the employee would be required to use their accumulated leave.
- 2. When will we know when school starts?**

Teachers and staff will return on **August 3rd**. Students will start on **August 6<sup>th</sup> virtually**.
- 3. Who decides when/how we start school?**

The Board of Trustees.
- 4. What time can students begin arriving on campus?**

Elementary 7:20  
Middle School 7:20  
High School 7:30

- 5. What extra responsibilities will teachers be tasked with to ensure the safety and cleanliness of the classroom/school?**

PPE will be provided to employees to create a safe environment. Additional duties may be added due to new safety protocols. Some of these tasks may include manning temperature check points and sanitization of areas or delivery of food.

- 6. What accommodations will be made for teachers who are high-risk, or who live with a high-risk person?**

Please contact your building level principal and they will work with the Superintendent with any concerns of this nature.

**Dr. Jason A. McLeod, Ph.D., Director**



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Where Children Come First

**7. What happens to the teacher and/or other students if a student in his/her class tests positive?**

The JDCSD Leadership Team will conduct contact tracing to determine which/if students/teachers need to quarantine. You can reach them by email: [jmcleod@jdcسد.org](mailto:jmcleod@jdcسد.org).

**8. Will I be eligible for workman's comp if I contract COVID at school?**

Workman's comp eligibility is determined by the insurance carrier. If you would like to pursue a workman's comp claim due to COVID exposure, please contact the Business Office.

**9. Will students be required to wear masks?**

**Yes.** Masks are considered part of the dress code for SY21 and are required to be worn at specific times during the school day. This provision is subject to change based on the Governor's Executive Orders.

**10. What options will teachers have if they can't wear a mask for medical reasons?**

Anyone seeking accommodations due to medical reasons please contact the Human Resources Director.

**11. What constitutes a health condition for high-risk individuals?**

Please review the CDC guidelines on high risk individuals and consult your family physician for further guidance.

**12. Will the district provide PPE (masks, shields, gloves, ect)? If so what kind?**

**Yes,** the District has purchased reusable masks and face shields for faculty & staff.

**13. Can teachers wear scrubs or additional PPE clothing?**

**No.** Scrubs are not permitted.

**14. Will parents still be allowed to attend functions at the school, eat lunch, etc.?**

Visitors are not permitted at this time.

**15. How will staff be evaluated on the many standards that require collaboration (professionally and in the classroom)?**

We are evaluating this topic but as of now MDE is recommending the same evaluation tool as last year but we have the option of modifying the process.

**16. How will schools get substitutes during this time when there is already a shortage?**

Please follow typical procedures with the office securing a substitute.

**17. Will substitute teachers receive training on all new protocols?**

We are working with the Office of Exceptional Education to ensure all substitute teachers are trained on school protocols.

**18. Will class sizes be smaller?**

**Yes.** We are working to keep classes in cohorts and static with the AA/BB Schedule for contact tracing purposes.

**19. If someone in the school community tests positive for COVID-19, what will be the next required steps?**

The Leadership Team will conduct contact tracing to determine who should be notified and possibly quarantined and disinfect and sanitize the area that he or she visited recently.

**20. Will there be consequences if staff do not wear masks or follow social distancing guidelines?**

**Yes.** Wearing masks and following the district's enhanced safety protocols is non-negotiable. We must all work together to minimize risks.

**21. Are face shields acceptable?**

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The CDC states that face shields are not an acceptable alternative to a mask. The district has provided one for each staff member. A teacher may use one for instruction but must maintain social distancing while in use.

**22. What safeguards will be put in place for the mental health and well being of the staff?**

Teachers and staff will be provided contact information for community resources available to them. Employees may contact the Prentiss Primary Clinic or their primary physician to discuss their concerns

**23. What is the procedure for contact tracing?**

Students will be in assigned seats at all times to help establish contact tracing. Schedules and rosters will be used to help ensure accurate contact tracing.

**24. How will PLCs and other in-person staff meetings be organized?**

JDCSD asks that meetings be virtual. Meetings that cannot be virtual must still adhere to JDCSD enhanced safety guidelines.

**25. Many parents give their children Tylenol before sending them to school with a fever. Has consideration been given to doing temperature checks mid-day?**

We will take temperatures at the beginning of each day. Training will be provided before the start of school to help staff identify COVID symptoms.

**26. A student in a teacher's class tests positive, but the teacher has worn a mask, is the teacher required to go into quarantine?**

The Leadership Team will work with each case to determine contact and the appropriate course of action.

**27. When does the rolling year start for FMLA?**

At the point an employee applies for FMLA, we would look back to the prior 12 months to determine if the employee had previously taken FMLA leave and the amount of time available to the employee.

**28. Will the district be purchasing virus resistant air filters for HVAC units?**

No. The district has purchased humidifiers and disinfectants for HVAC units as recommended by SRHS.

**29. After testing positive, will an employee be required to provide a negative test result to return to campus?**

No. The medical advisory board, as well as Dr. Dobbs, has advised against requiring a negative test result. If the employee does not have symptoms after 48 hours, the employee may return.

**Dr. Jason A. McLeod, Ph.D., Director**