



## 2020-21 GSCS Transition to In-Person/Remote Learning FAQs

### IN-PERSON LEARNING QUESTIONS

**Question: Are face coverings/masks required for on campus instruction and bus transportation?**

Answer: Yes. Face coverings are required for staff and students. Face coverings/masks are required on buses, in all school common areas and in classrooms where six-foot social distancing cannot be maintained. Students and staff members may bring their own face covering/mask or one will be provided to them.

**Question: Will some of our classrooms/schools have the see through masks for teachers, i.e. Special Education, Speech, P-2 Grades?**

Answer: The District has determined classes where clear masks will be a necessity for student learning.

**Question: Will there be a medical exemption from wearing a face covering/mask?**

Answer: The Human Resources Department will address employees' requests for documented medical exemptions, on an individual basis. Any student who has documented medical needs will be reviewed and addressed at the school-level through the 504 Plan process.

**Question: What are the repercussions for children who refuse to wear face coverings/masks?**

Answer: In an effort to provide a safe environment for students and staff, GSCS will provide training and education to students and staff around appropriate wearing of face coverings/masks. The wearing of face covering/masks is part of our GSCS dress code regulation. Failure to comply will be addressed using our GSCS progressive discipline plan as any other dress code violation.

**Question: How will shared materials be handled, i.e. calculators, texts, manipulatives?**

Answer: Teachers will encourage students to utilize as many web-based resources as possible to minimize the need for students to share (i.e. on-line calculators, online math manipulatives). Teachers will utilize sectioned trays to store manipulatives for individual students.

**Question: How will class sizes and instruction be handled for connections, specials and electives (band, chorus, PE)?**

Answer: Schools will determine transition plans for students moving to specials, connections and electives classes. Remote at-home student numbers will help to reduce class size numbers in classes. In areas where six-foot social distancing cannot be maintained, masks will be required.

**Question: Will the number of hours in a school day be reduced for in person learning, to match the hours of remote learning?**

Answer: No. Each learning model will have designated times that are effective for the learning model being used.

**Question: Where will students eat lunch?**

Answer: Students may eat in the cafeteria, as well as in classroom settings and other identified areas within the school to support social distancing and reduce crowd size in one location. School principals will designate other identified areas where students can consume their lunches and be supervised. Within cafeterias, marking tape will be placed on the floor to promote six-foot social distancing while students are waiting in line, and for when they are eating within the cafeteria in a reduced capacity. School principals may determine rotational schedules for classes to eat their lunches within the cafeteria, classrooms and/or other identified areas within the school.

**Question: How will small children carry lunch trays to their classrooms? Will teachers be responsible for massive clean up? How long will leftover food be left in classrooms?**

Answer: "To go" packaging will be utilized for meals to be easily transported. Assistance will be provided for any small children

transporting lunch trays, who require it. Custodial cleaning procedures have been established regarding clean up and trash pick up from classrooms.

**Question: Will elementary students have recess?**

Answer: To support social distancing and reduce crowd size in one location, school principals will collaborate with their teams to create a rotation of identified recess locations around their outdoor play areas and school premises. Individual classes will participate in recess in different identified locations around the outdoor play areas. Recess locations will rotate for elementary homeroom classes. Recess will generally be outdoors, with the exception of inclement weather for in-door recess.

**Question: How will visitors to the school be handled?**

Answer: Based on Center for Disease Control and Georgia Public Department guidelines and recommendations, GSCS will enforce the following:

- Visitors will be permitted by appointment only (limited number daily).
- No classroom volunteers will be allowed – this will be reassessed throughout the school year at each nine weeks.
- Temperature checks will be conducted for all visitors, vendors, etc.
- Face coverings/masks will be required for all visitors

**Question: Will I be able to walk my child into their classroom?**

Answer: No. In order to ensure a safe learning environment for students and staff, only instructional staff, school staff and students will be allowed inside the school building.

**Question: Will counseling services be provided to support students who struggle with changes?**

Answer: Yes. Counselors are on-site at each school on a daily basis to help support any students needing assistance.

**Question: Will students be able to check-out books from the media center?**

Answer: Yes. Students will be able to check out books. A sanitizing process will be established when books are checked out and returned to the media center.

**Question: Will teachers have time to prepare for classes instructionally and sanitize properly between classes?**

Answer: Teachers will have planning time as structured within the school day based on their school's master schedule. Teachers have been provided sanitizing supplies to sanitize their room as needed throughout the school day as well as the end of the day before leaving. They have been asked to use a spray bottle to mist surfaces with chemical sanitizer.

**Question: Will substitutes be utilized in the event of a teacher having to quarantine or will an entire classroom need to be quarantined as a result?**

Answer: Yes. There is also a COVID Student Response Protocol that will be used to determine classroom and/or school closures.

**Question: How are children with medical issues being considered?**

Answer: Any student with documented medical needs will be reviewed and addressed at the school-level through the 504 Plan process.

**Question: If no visitors are allowed in the school, how would a parent observe a classroom? Would the camera footage be provided?**

Answer: Visitors will be allowed on a limited basis and by appointment only. Visitors will only be allowed in the front office area. Video footage will not be given to parents, however administrators will work with parents to resolve any concerns.

## REMOTE LEARNING QUESTIONS

**Question: How will students who receive MTSS, Gifted, and special education services be served from home?**

Answer: Answer: GSCS virtual teachers may utilize scheduled blocks of time to provide remediation and intervention support for students within the MTSS process.

➤ For students who are in attendance AND students who are at home, the use of interventions will remain the same.

➤ The Tiered Instructor will utilize Google Meet in order for students at home to participate in designated intervention time.

- Students will engage in assignments via an adaptive, remediation, or enrichment program. They will also join their assigned groups virtually.
- Teachers will work with parents to create an intervention plan for students without technology.
- Tier 2 (at least 20 minutes, 3 days/week)
- Tier 3 (at least 30 minutes, 5 days/week)
- Progress monitoring will occur as normal with the identified intervention.

**Gifted Education:** For elementary gifted students whose parents have selected for them to participate in at-home virtual schooling for the first nine weeks: gifted services will be provided via a blend of small group and one-on-one lessons and check ins with Program Challenge (PC) teachers, access to video recordings of in-person PC lessons, and independent virtual learning tasks reviewed, evaluated, and feedback provided by PC teachers.

For secondary gifted students whose parents have selected for them to participate in at-home virtual schooling for the first nine weeks: gifted services will be provided via their virtual enrollment in their advanced content courses taught virtually by GSCS teachers.

**Special Education:** Special Education case managers will complete Distance Learning Plans for each of the students on their caseloads to document the services they will receive during distance learning. Direct, Speech Therapy, Related and Itinerant Services will be similar but not identical to current IEP services. Services may be virtual, over the phone, in person or a combination based on the needs of the student.

**Question: How long will the school day be for full-time remote learning?**

Answer: Remote learning framework documents have been developed by the GSCS Instructional Services Division. This framework will consider balancing screen time and accessing and experiencing the requisite course content and rigor by grade level.

**Question: Will remote learning students be able to engage in extracurricular activities?**

Answer: All students enrolled in GSCS will be allowed to participate in extracurricular activities if they are being offered during remote learning and if the student meets eligibility requirements.

**Question: Will the Georgia Lottery Pre-K program be offered through remote learning?**

Answer: Yes - Under the direction of the Georgia Department of Early Care and Learning (DECAL), Pre-K in full-distance learning will be provided through virtual learning and at-home, hands-on learning activities.

**Question: Will there be an assigned teacher for remote learning?**

Answer: Yes, there will be assigned GSCS teacher(s) for remote learning instruction.

**Question: Will students have a structured schedule for remote learning?**

Answer: Yes - Remote learning teachers will facilitate and support student learning through a blend of live whole class virtual instruction, small-group virtual check ins, assigned individual virtual learning tasks and virtual assessments. There will be designated times for students to meet with their teachers in a virtual setting.

**Question: Will my remote learning student be learning the same curriculum that the students on campus will be learning?**

Answer: Yes, all students will have instruction that derives from the Georgia Standards of Excellence. Standards-based digital learning experiences will be facilitated by an assigned GSCS virtual teacher. Our GSCS Rigorous Curriculum Design (RCD) units of study will be used in classes where the curriculum has been developed. Remote learning teachers and students will access standards-based course content and learning tasks through Google Classroom as the virtual learning platform. GSCS provides training for our teachers on instructional technology usage for those instructing virtual students in a digital environment.

**Question: Will remote learning be able to support students with Individualized Education Program (IEPs)?**

Answer: Case managers for all Students with Disabilities will develop an individualized Distance Learning Plan (DLP). DLPs are contingency plans used to document temporary provisions of special education services provided during a time of selective or required school closures. They are developed concurrently and Included with the student's current Individualized Education Program (IEP) and outlines services and support in a temporary setting. Case managers will review with parents a draft DLP and confirm a final plan once in agreement with services. The plan will then remain active throughout the year and be reactivated anytime that schools may have to switch to the virtual environment.

The district will closely monitor student progress and the IEP team may make adjustments to student services as needed.

**Question: How will gifted education look for the remote learning student?**

Answer: For elementary gifted students whose parents select remote learning, gifted services will be provided via a blend of small group and one-on-one lessons and check-ins with Program Challenge (PC) teachers, access to video recordings of in-person PC lessons and independent virtual learning tasks reviewed, evaluated, and feedback provided by PC teachers. For secondary gifted students whose parents select remote at-home, gifted services will be provided via their virtual enrollment in their advanced content courses taught virtually by GSCS teachers.

**Question: How can the district support remote learning with fidelity?**

Answer: Ensuring remote learning relies on students having access to the internet. GSCS has shared options from AT&T (<https://www.att.com/internet/access/>) and Comcast (<https://www.internetessentials.com/>) for home internet starting at \$9.95 per month. Also, GSCS has requested mobile wifi for 10 buses to be staged around the district in large, open public areas like the Ingles, Walmart and Kroger shopping centers as well as the many park and recreation areas. Technology is coordinating with transportation and other educational partners to discern the best public locations, but these wifi sources will provide spots for students to download content to their chrome devices or to connect and work with their parents/guardians. Furthermore, the district has some mobile hotspots for connectivity to students while they are available. These will be distributed to students when requested on a case-by-case basis. After exhausting the internet connectivity options, Students with no connectivity will be provided learning packets.

**Question: Will counseling services be provided to support students who struggle with changes?**

Answer: Yes. Counselors are on-site at each school on a daily basis to help support any students needing assistance. Resources are available for students and parents via the school counselor's webpage that is located on the school's webpage. Please contact your school's counselor to discuss any concerns.

**Question: Will students be able to check-out books from the media center?**

Answer: Yes. Students will be able to check out books. Please contact your school's Media Specialists for instructions.

**Question: How will breakfast and lunch be served during remote learning?**

Answer: All enrolled students will have access to meals. Meals will be charged to students according to their free, reduced, or paid status. Multiple day meals will be available. Parents will be able to pick up student meals by providing student information. Meals will be distributed via parent pick up on Tuesday and Thursday.

**Question: How will grading work during the time students are doing remote learning?**

Answer: Formative and summative assessments will be administered to students who are learning through the remote learning setting, or through classrooms on our campuses. Feedback will be provided throughout the learning cycle to students. Students' grades will be derived from their summative assessments.\* This is what determines the grade issued on the report card. As both settings (remote and on-campus) are standards-based, students should be given opportunities to retest after receiving additional instruction if they do not show mastery of standards. Unlike spring, when submitted assignments could only increase a student's grade, students participating in the virtual setting will earn grades just as they would in an on-campus setting.

**Question: Will interventions be provided in the remote learning environment?**

Answer: Yes, interventions will be provided to students as needed to address learning gaps.

**Question: What will be done differently with Career, Technical and Agricultural Education (CTAE) pathways?**

Answer: CTAE instructors will closely monitor engagement of students using remote learning. CTAE teachers will create Google Classrooms so anyone not certified in CTAE would have lessons available and the virtual teacher would facilitate it. Labs would wait until the second nine-weeks. Hands on labs would be scheduled when students return and videos may provide demonstrations or other activities to remote learners a teacher might demonstrate in class.

**Question: How are clubs, such as National Honor Society and Beta Club, going to be impacted? (service hours)**

Answer: Answer: Extracurricular activity and club sponsors will utilize the following actions to engage their student members and school communities until the social distancing guidelines are lifted:

- Communication - Employ email distribution lists, shared cloud-based tools and school announcements to share information
- Meetings - Utilize Google Meets and/or Zoom to conduct regular meetings
- Be strategic and intentional to employ email distribution lists and advertise cloud-based events (and service opportunities)

as well as posting the outcomes in the cloud as well as at the school.

- Develop virtual, school-based social activities
- Dues/Fees - employ an online tool to allow for payment of any dues and fees, accessories, apparel, etc. in a contactless manner
- Leadership Elections - will be conducted via Google Forms in a contactless manner
- Each organization will work with students individually to support their attaining service hours as needed.

## SAFETY/SANITIZING QUESTIONS

### **Question: Will staff members, other than custodians, be included in the sanitizing processes?**

Answer: Yes. Custodial Staff will be primarily responsible for cleaning and sanitizing duties. Nutrition staff will clean, disinfect and sanitize the kitchen and serving areas. Teachers will only be asked to spray sanitizer on classroom surfaces before leaving daily, for preventative measures.

### **Question: How frequently will areas in the school setting be sanitized?**

Answer: The cleaning schedule will vary based on the area and the usage of that area. The custodial staff will be following a district Cleaning and Sanitizing Plan for all facilities ([Cleaning and Sanitizing Plan](#)). The custodial staff will utilize industrial sanitizing misting machines to sanitize classrooms, common areas, and large spaces throughout each school, on a consistent basis.

### **Question: Since no water fountains will be available, will students be allowed to bring water bottles for their personal use?**

Answer: Yes, students will be able to bring water bottles. Students may fill/refill their water bottles in their classrooms when a sink is available. Bottled water will be available for filling up water bottles in classrooms where sinks are not available.

### **Question: Will the school system have ample amounts of cleaning/sanitation products readily available to properly sanitize each school/system building?**

Answer: GSCS has an adequate supply of cleaning/sanitation products in stock for the first semester. Supply inventories are being tracked and monitored to keep stocks replenished and available to GSCS for the spring semester.

### **Question: What type of ventilation do classrooms/schools have?**

Answer: GSCS utilizes several different forms of ventilation and supply air systems for our classrooms and school, which circulates and replaces fresh air from outside and exhausts air within the building. All of these systems meet or exceed building codes and safety requirements.

### **Question: What will be the frequency of hand washing/sanitizing for students?**

Answer: There will be multiple scheduled restroom breaks and hand washing routines throughout the school day. Frequent health hygiene will be important in maintaining a safe environment to help reduce the spread of COVID-19.

### **Question: Will warm water be provided in the restrooms for hand washing?**

Answer: No. Safety code does not allow for hot/warm water in student restrooms. In order to provide water to the temperature needed to kill germs would burn the skin. The sudsing and friction of the thorough washing of hands for 20 seconds is what is important for the removal of germs.

### **Question: Will the school system provide additional supplies, such as tissues, for classrooms? (COVID-19 classroom supply bag)**

Answer: Yes. The school system will provide teachers and staff with sanitizing spray, masks, gloves, sanitizing chemicals, spray bottles, hand sanitizer, antibacterial foaming hand soap to use, and face shields upon request. We will also encourage staff and students to bring their own face coverings/masks, sanitizer and drinking water.

### **Question: In the event of state-wide or nation-wide shortages of cleaning/sanitizing supplies, do we have enough on hand for all of GSCS for the year?**

Answer: GSCS has an adequate supply of cleaning/sanitation products in stock for the first semester. Additional supplies have been ordered and will be available to GSCS for the spring semester.

### **Question: How will teachers and students be proactively protected against the virus?**



Answer: GSCS will utilize recommendations from CDC to support a safe and healthy environment. These include encouraging students and staff to stay home when they are sick or do not feel well, providing sanitizer on buses and in classrooms, providing PPE, having all students and staff wear face coverings/masks in common areas and in areas where six-foot social distancing cannot be maintained including classrooms. Students and staff members may bring their own face covering/mask or one will be provided to them, reducing student travel to different areas of the building where possible, scheduling restroom breaks and hand washing routines throughout the day, avoiding handshakes, hugs or high fives, cleaning restrooms and common areas will be disinfected frequently, minimizing visitors to school facilities, and providing training and education related to COVID-19 for students and staff.

## SCHOOL TRANSPORTATION QUESTIONS

### Question: What safety measures will be taken on the buses regarding COVID-19?

Answer: All drivers and monitors will be issued PPE and will be required to wear it while students are on board. Students are required to wear masks when riding the bus, as recommended social distancing is not feasible on a school bus. Seating assignments will be issued that provide as much distancing as possible. All buses will be disinfected after each operational shift (a.m. and p.m.). Only students registered for transportation will be allowed to ride the bus. Hand sanitizer will be available for students. The issuance of bus passes, allowing students to ride alternate buses, will be limited to emergency scenarios only in order to avoid overcrowding. When possible and feasible, and to minimize physical contact between students, school buses will load from the back of the bus, and will unload from the front of the bus.

### Question: Will bus drivers be taking students' temperatures?

Answer: No. For safety reasons as well as recommendations from the Department of Public Health, bus drivers will not be asked to take the temperatures of the students. Temperatures should be taken before leaving home and will be taken again at the school.

### Question: How will the buses be loaded? Will we continue assigned seating practice?

Answer: Buses will be back-loaded when possible to minimize students from passing one another repeatedly. Students will be assigned seats on the bus.

### Question: Will buses have a student number limit?

Answer: Buses will operate under normal transportation methods. Parents are encouraged to transport their children if possible to help reduce numbers of students on the bus.

### Question: What will be the protocols on Special Education buses?

Answer: All Special Education drivers and bus monitors will utilize personal protection equipment when students are on board. Students will use personal protection equipment when possible. Consideration will be given to each student's individual needs as identified in their transportation plan (IEP). All buses will be sanitized immediately after each a.m. and p.m. run.

### Question: What type of ventilation do our buses have?

Answer: General education buses have 24 windows and two roof vents. Special education buses also have air conditioning units.

### Question: If the students ride the bus and all have elevated temperatures, will they be sent home? Will the absences count against them?

Answer: Any students who present with elevated temperatures will be sent home and asked to follow up with their healthcare provider. The absences will be recorded as any other absence due to sickness.

## HEALTH PROTOCOL/SCREENING QUESTIONS

### Question: How will the school system handle student COVID-19 cases?

Answer: Students with suspected COVID-19 symptoms will be escorted to the supervised isolation room on campus. Parents will be immediately contacted, informed and requested to pick up their child. School will request follow up documentation demonstrating negative COVID-19 status from a medical professional prior to permitting the child to return to in-person instruction. Parents associated with a class and/or school will be notified of a confirmed Positive Test of COVID-19 Exposure. [GSCS Student COVID-19 Protocols](#)

### Question: How will the school system require parents and staff to report confirmed cases and instances of COVID 19

**exposure?**

Answer: The school will request parents to immediately inform the school nurse or school administration if their child has symptoms, has been advised to quarantine, or has been confirmed as positive for COVID-19. Staff members are also required to immediately inform their immediate supervisor if they have symptoms, have been advised to quarantine, or are confirmed as positive for COVID-19.

**Question: What should I do if my student is showing COVID-19 symptoms?**

Answer: If your child is showing symptoms of COVID-19, **Do Not** send them to school. Immediately contact your health care provider for your child to be assessed. If your child is confirmed positive for COVID-19, we request that you immediately notify the school nurse.

**Question: What will daily health checks look like for students?**

Answer: Principals of each school will designate appropriate staff at school entrance(s) to check temperatures of each student entering the building.

**Question: What will daily health checks look like for staff?**

Answer: Staff will check and log their temperatures each day upon arrival to work and answer the health check questions. [Employee Self-Screening Protocol](#)

**Question: With the flu season quickly approaching, how will flu symptoms vs. COVID-19 symptoms be differentiated for quarantine purposes?**

Answer: Known symptoms of COVID-19 are: Fever, cough, shortness of breath, fatigue, muscle or body aches, headache, new loss of taste or smell, sore throat, congestion or runny nose, nausea or vomiting, or diarrhea. If a child exhibits any of these symptoms at school, they will be assessed by the school nurse to make an immediate determination on supervised isolation for the child, as parents are contacted. In the event that COVID-19 is suspected, parents will be asked to have their child immediately assessed by their health care provider for possible COVID-19 infection, and update the school nurse on the child's status as soon as possible.

**Question: Will COVID-19 testing be required/recommended before returning for students?**

Answer: No. Students will not be required to test prior to starting school. If a student has a confirmed COVID-19 test while attending school, the school will follow the Student COVID Response Protocol for determining when a student is allowed to return to school ([Student COVID Response Protocol](#)).

**Question: What is the protocol for students with temperatures who are unable to be picked up?**

Answer: School Nurses will work with the transportation department to provide transportation home for sick students when parents are unable to pick up their student.

**Question: Where will students quarantine with symptoms on school campus?**

Answer: Each school location will have a designated isolation room to place students showing symptoms.

**Question: Are nurses adequately prepared to deal with any cases that may arise during the school day?**

Answer: The GSCS Nurses Supervisor will work closely with all school nurses on processes related to providing services during the school day. Close collaboration will be maintained with the local public health department.

**Question: Will PPE and cleaning products be provided to teachers from school budgets?**

Answer: GSCS is providing PPE and sanitizing supplies to schools and staff members.

**Question: What are the protocols for multiple students in the nurse's offices at once showing symptoms?**

Answer: We will work to maintain social distancing in the nurse's station as well as isolation rooms. We will utilize face coverings and shields if needed.

**SPECIALIZED PROGRAMS QUESTIONS**

**Question: When and how do I register my child for the Elementary After-School Program?**

Answer: Parents and guardians can contact the Kids in Action Elementary After-School Program office at 770-229-3710 Ext. 10372 or 10376 or via email at [stacy.wilson@gscs.org](mailto:stacy.wilson@gscs.org).

**Question: What safety protocols will be in place for the Elementary After-School Program?**

Answer: The GSCS Elementary After-School Program will follow the same safety protocols as outlined for the school day.

**Question: How are clubs, such as National Honor Society and Beta Club, going to be impacted? (service hours)**

Answer: Extracurricular activity and club sponsors will utilize the following actions to engage their student members and school communities until the social distancing guidelines are lifted:

- Communication - Employ email distribution lists, shared cloud-based tools and school announcements to share information
- Meetings - Utilize Google Meets and/or Zoom to conduct regular meetings
- Be strategic and intentional to employ email distribution lists and advertise cloud-based events (and service opportunities) as well as posting the outcomes in the cloud as well as at the school.
- Develop virtual, school-based social activities
- Dues/Fees - employ an online tool to allow for payment of any dues and fees, accessories, apparel, etc. in a contactless manner
- Leadership Elections - will be conducted via Google Forms in a contactless manner
- Each organization will work with students individually to support their attaining service hours as needed.

**Question: What would be the heightened protocols for Severe and Profound Intellectual Disabilities (SID/PID)?**

Answer: All special program classes will follow the district's policies for enhanced sanitization and will enact social distancing protocols. Staff will be issued a class set of cleaning materials and will sanitize common equipment between uses. A low staff to student ratio will assist with the monitoring of student's social distancing and hygiene practices. Staff will be provided with face masks and may request face shields as necessary.

**Question: What will be done differently with Career, Technical and Agricultural Education (CTAE) pathways?**

Answer: CTAE instructors will closely monitor engagement of students using the remote learning option. CTAE teachers will create google classrooms so anyone not certified in CTAE would have lessons available for the first nine-weeks and the virtual teacher would facilitate it. Labs would wait until the second nine-weeks. Hands on labs would be scheduled when students return and videos may provide demonstrations or other activities to remote learners a teacher might demonstrate in class.

**Question: What will be the established protocols for tutorial sessions?**

Answer: Social distancing guidelines will be followed. In situations where six-foot social distancing cannot be maintained, masks will be required to be worn. Elementary school: to the extent possible, students should remain with their primary teacher. Middle school: to the extent possible, students should remain with one of their primary teachers. Staff members will need to clean the space after each tutorial session.

**Question: How will band and chorus practice after school?**

Answer: A blend of in-person as well as remote applications such as Google Meets, Zoom, and SmartMusic will be utilized to provide opportunities for practice and feedback to support student proficiency. Any in-person practices and/or performances will be conducted in a manner to support everyone's health by both teaching and adhering to safety guidelines.

**Question: What will be our modified process for sending and receiving exchange students?**

Answer: We will not have any foreign exchange students for the 2020-2021 school year, as we did not receive any applications by the June 1, 2020, deadline. It is difficult to say how to handle applications next year because things may look different. A plan will be created in the second semester when we have more information on health recommendations at that time. Applications will be handled case by case.

**Question: What will be the district's stance on field trips? Is there a hold on all trips? Would field trips be allowed in Spring semester?**

Answer: All GSCS field trips are on hold until further notice. This will be reevaluated at a later date.

**STAFF QUESTIONS**

**Question: If teachers are selected to teach online, can they come to the school building to teach students and utilize**



**resources?**

Answer: All teachers will work on campus unless approved for a reasonable accommodation based on documentation. They will have access to school and district resources to facilitate virtual instruction for students.

**Question: If staff have children in other districts that choose different models, how will that be handled?**

Answer: Employees may be eligible for leave under EPSLA and Expanded Family and Medical Leave, but only for a total of 12 weeks of paid leave. See Question/Answer #10 and #70 from the Georgia Department of Labor website <https://www.dol.gov/agencies/whd/pandemic/ffcra-questions#70>

**Question: If staff is not comfortable with safety guidelines in place, what are the options?**

Answer: GSCS has precautions and protocols in place that follow CDC guidelines. We have developed a Return to Work Handbook that has been shared with each employee with the understanding that following these protocols is critical and mandatory. If you have an underlying health issue that causes you concern, then you may [apply for an accommodation](#). Generalized fear of contracting COVID-19 is not a qualifying reason for leave under the Expanded Family and Medical Leave Act.

**Question: Will staff or families be asked to sign a liability waiver?**

Answer: No

**Question: How frequently will staff restrooms be cleaned?**

Answer: The plan is to clean and sanitize restrooms three times per day (morning, mid-day and afternoon). We will perform additional cleanings if needed for unexpected issues.

**Question: What proof will anyone returning to school have that individuals are not currently living with someone who is positive for the virus?**

Answer: We are requesting that staff members and parents report any exposure that they may have as it relates to COVID-19. Students and staff will be screened using temperature checks each day and if any students or staff are showing symptoms of COVID-19, we will follow the established health protocol.

**Question: Has there been consideration that we service a population that is of higher risk socially and economically?**

Answer: GSCS is following CDC and Georgia Public Health Guidelines for Safely reopening schools. GSCS is also working closely with our local public health department and local emergency management agencies specific to our community to implement a plan that provides a safe reopening for our students and staff.

**Question: Has there been consideration relative to mask wearing, that since the survey the CDC has reported the virus as airborne?**

Answer: Yes. The Griffin-Spalding Board of Education approved the GSCS Reopening of School Plan which includes the requirement that staff and students wear face coverings/masks on buses, in school common areas and in areas where six-foot social distancing cannot be maintained, including classrooms. Students and staff members may bring their own face covering/mask or one will be provided to them.

**Question: How will teacher leave be accumulated /used in the event of a 14-day quarantine requirement?**

Answer: The [Families First Coronavirus Response Act](#) provides expanded benefits that may be applicable. The Emergency Paid Sick Leave Act pays up to 80 hours over a two-week period of paid sick leave for qualifying events. <https://www.dol.gov/agencies/whd/pandemic/ffcra-questions#70>

**Question: Will COVID-19 testing be required/recommended before returning for staff?**

Answer: No, for staff reporting to work on the first scheduled work day. For staff reporting to work after COVID-19 quarantine, GSCS will follow CDC and Department of Community Health guidelines regarding recovery. Recovery means that fever is gone for 72 hours without the use of fever-reducing medications (e.g. Tylenol) AND respiratory symptoms (e.g. cough, shortness of breath) have improved. In addition, GSCS will also follow the physician's medical recommendation in all cases.

**Question: How will the district provide accommodations for staff members who have conditions as listed by CDC as high risk factors and staff with high risk family members? Will teachers have the option to choose virtual teaching?**

Answer: GSCS provides reasonable accommodations for qualified individuals with a disability following the Americans with

Disabilities Act guidelines. Accommodations vary based on individual needs and the essential functions of the job. Some teachers will qualify for virtual teaching as a reasonable accommodation. However, the Emergency [Family and Medical Leave Expansion Act](#) only applies when you are on leave to care for your child whose school or place of care is closed, or whose child care provider is unavailable, due to COVID-19 related reasons. See question #47 on the Department of Labor's website <https://www.dol.gov/agencies/whd/pandemic/ffcra-questions#70>

**Question: The CDC now considers pregnancy a high risk health concern. What options will staff who are pregnant have? Will they need to meet specific criteria?**

Answer: The CDC lists pregnancy as a condition that "might be at an increased risk for severe illness from COVID-19." GSCS works with employees to accommodate restrictions documented by a physician for this or any other medical situation. Pregnant employees may apply for an accommodation, for [FMLA](#) and/or [EFMLA](#) based on the individual situation. However, to treat a pregnant female employee differently due to her temporary condition would be a civil rights violation.