

ILTEXAS COVID-19 RESPONSE



MISSION

The mission of ILTexas is to prepare students for exceptional leadership roles in the international community by emphasizing servant leadership, mastering the English, Spanish, and Chinese languages, and strengthening the mind, body and character.

COVID-19 OVERVIEW – PUBLIC HEALTH CONSIDERATIONS

- The virus that causes COVID-19 can infect people of all ages, and school system leaders should do everything feasible to keep students, teachers, staff, and our communities safe. That said, research from the Centers for Disease Control (CDC), among others, has found that while children do get infected by COVID-19 and some severe outcomes have been reported in children, relatively few children with COVID-19 are hospitalized or have severe symptoms. Furthermore, the American Academy of Pediatrics notes that COVID-19 risks must be balanced with the need for children to attend school in person, given that lack of physical access to school leads to a number of negative consequences, placing “children and adolescents at considerable risk of morbidity, and in some case, mortality.”

COVID-19 OVERVIEW – PUBLIC HEALTH CONSIDERATIONS (CONT.)

- While it is not possible to eliminate all risk of furthering the spread of COVID-19, there are many steps schools can take to reduce the risks to students, teachers, staff, and their families significantly. This guidance document contains information on four sets of practices that minimize the likelihood of viral spread, including some that are requirements for all schools and others that are recommendations:
 - PROVIDE NOTICE: Requirements for parental and public notices
 - PREVENT: Required practices to prevent the virus from entering the school
 - RESPOND: Required practices to respond to a lab-confirmed case in the school
 - MITIGATE: Recommended and required practices to reduce likely spread inside the school

PROVIDE NOTICE

PROVIDE NOTICE:

1. We have sent out information and updates to parents and employees and posted FAQs on our website.
2. We will continue to do so as facts and our responses change.

PREVENT: STAFF

PREVENT: Practices to Prevent the Virus from Entering the School

1. All ILTexas employees and students must wear masks at all times
2. Wash hands often
3. Stay six feet apart even when wearing masks
4. ILTexas will require all staff to self-screen for COVID-19 symptoms before coming onto campus each day.
5. In the event that a staff members enters into multiple buildings per day, they will need to screen each time.
6. The self screening will require all staff to answer the screening questions.
7. The self screening will require all staff taking their own temperature.
8. Teachers and staff must report to their supervisor and HR if they have COVID-19 symptoms or are lab confirmed with COVID-19, and, if so, they must remain off campus until they meet the criteria for re-entry as noted below. Additionally, they must report to the school system if they have had close contact with an individual who is lab-confirmed with COVID-19 and, if so, must remain off campus until the 14-day incubation period has passed.
9. Keep the doors to classrooms open between classes to minimize contact with doors and door handles by students and staff entering or exiting classrooms.

PREVENT: STUDENTS AND PARENTS

PREVENT: Practices to Prevent the Virus from Entering the School

1. Student temperatures taken at cars in the morning during Driveline
2. If a student has a temperature of 100 or above, they will not be allowed at school. If the parent has left, the student will go to the Campus Aid Station and parents will be notified for pickup.
3. Students who are sent home with a temperature or other COVID-19 symptoms may only return to campus after 48 hours at home.
4. Temperatures will be taken again at mid-morning (around 11:00 am-1:00 based on Lunch Schedule) in grade levels (IA's can take temperatures)
5. Late arriving students will enter in the front office area and temperatures will be taken utilizing the front office kiosk (on-order and installation TBD) or hand held thermometer. Students with a temperature of 100 or more will be sent to the Campus Aid Station or campus clinic and parents to be notified.
6. Parents picking up students early or dropping off students late, will be done at front door entry area only.

PREVENT: STUDENTS AND PARENTS

PREVENT: Practices to Prevent the Virus from Entering the School

1. Parents must ensure they do not send a child to school on campus if the child has COVID-19 symptoms (as listed in this document) or is lab-confirmed with COVID-19, and instead should opt to receive remote instruction until the below conditions for re-entry are met.
2. Parents may also opt to have their students receive remote instruction if their child has had close contact with an individual who is lab-confirmed with COVID-19 until the 14-day incubation period has passed.
3. Student temperatures will be taken daily and students with a temperature over 100.0 will be sent home.
4. Additional screening utilizing the screening questions may be done on a case by case basis. This may take place by phone or other electronic methods and/or in person.

PREVENT: VISITORS

PREVENT: Practices to Prevent the Virus from Entering the School

1. Only essential visitors will be allowed onto campuses. Before visitors are allowed onto campuses, ILTexas will screen all visitors to determine if the visitors have COVID-19 symptoms (as listed in this document) or are lab-confirmed with COVID-19, and, if so, they must remain off campus until they meet the criteria for re-entry.
2. Additionally, ILTexas will screen to determine if visitors have had close contact with an individual who is lab-confirmed with COVID-19, and, if so, they must remain off campus until the 14-day incubation period has passed.
3. Screening questions will be supplemented with temperature checks of adult visitors.
4. There will be no Champions or before/after-school care programs, until school returns to normal/pre-COVID operations.
5. There will be no busing of students until further notice.

PREVENT: CONFIRMED OR SUSPECTED CASES OF COVID-19

- ILTexas does not have the authority to force an employee to self-isolate or quarantine. That authority falls to a governmental order or a physician's decision. ILTexas can restrict whether someone is allowed on campus if experiencing symptoms.
- Any employee who meets the guidelines for needing to self-isolate or quarantine may be eligible for **up to 80 hours**, (hours will be prorated for part time employees), of emergency paid sick leave through FFCRA. Currently, this federal sick leave is only available for **up to 80 hours from the period of April 1-December 31, 2020**.
- Any employee, who has to care for an individual in his/her home due to COVID-19 reasons, including the temporary closure of schools, may be eligible for Expanded FMLA benefits of up to 2/3 the employee's daily rate, (hours will be prorated for part time employees). Currently, this federal leave provision is only available for the period of April 1-2020 through December 31, 2020.

PREVENT: CONFIRMED OR SUSPECTED CASES OF COVID-19

- Under the FFCRA, an employee qualifies for Emergency paid sick leave if the employee is unable to work (or unable to telework) due to a need for leave because the employee:
 - is subject to a Federal, State or Local quarantine or isolation order related to COVID-19;
 - has been advised by a health care provider to self-quarantine related to COVID-19;
 - is experiencing COVID-19 symptoms and is seeking a medical diagnosis;
 - is caring for an individual subject to an order described in (1) or self-quarantine as described in (2);
 - is caring for a child whose school or place of care is closed (or child care provider is unavailable) for reasons related to COVID-19; or
 - is experiencing any other substantially-similar condition specified by the Secretary of Health and Human Services, in consultation with the Secretaries of Labor and Treasury.
- **If you fall into one of the 6 categories above, please notify HR and your supervisor immediately.**

PREVENT: CONFIRMED OR SUSPECTED CASES OF COVID-19

- For further information, see the FAQ at the end of this slide show

RESPOND: RESPONSE TO A LAB CONFIRMED CASE IN THE SCHOOL

1. If anyone has a reasonable suspicion that a student/adult has COVID-19, immediately report it to your Principal.
2. The principal will inform the Area Superintendent.
3. The Principal or their designee will conduct an investigation. Depending on the circumstances the Principal may determine that it needs to be treated as a positive case as soon as the suspicion is reported.
4. If an individual (student or adult) has been lab-confirmed to have COVID-19, the Principal will be responsible for directing all actions as they deem appropriate to protect their campus population. Nothing in this procedure precludes the Principal from modifying their actions to meet any unique conditions presented.
5. The Principal or designee will instruct all personnel to remain in their current location.
6. A campus designee will begin contact tracing to attempt to determine the extent of the potential outbreak. At any point during this, the Principal may determine that the outbreak is limited to a certain section of the building and may begin to allow movement in other areas of the building.
7. The person will be quarantined. As necessary, other people who had been in the vicinity will also be quarantined.
8. A call will go to the parents of the infected child telling them to come pick up their child.
9. Begin to clean infected areas as necessary.
10. A call will go out to all parents notifying them that a person with COVID-19 has been identified in the school asking them to come pick up their children. Campuses are to implement their Emergency Operations Plan as it relates to campus dismissal.
11. The ILTexas Communications Department will notify the local health department, in accordance with applicable federal, state and local laws and regulations, including confidentiality requirements of the Americans with Disabilities Act (ADA) and Family Educational Rights and Privacy Act (FERPA).
12. Schools/buildings will close off areas that are heavily used by the individual with the lab-confirmed case (student, teacher, or staff) until the non-porous surfaces in those areas can be disinfected.
13. Campuses with a lab confirmed case of COVID-19 (student, teacher, or staff) will close for 1 calendar week and ensure the non-porous surfaces in those areas where the staff member or student was located can be disinfected.

MITIGATE – GENERAL

MITIGATE: Practices to Mitigate the Likelihood of COVID-19 Spread Inside the School/Building

1. ILTexas will implement the use of hand sanitizer and/or hand washing stations with throughout every building.
2. Students, teachers, staff, and campus visitors will be encouraged to sanitize and/or wash hands frequently.
3. ILTexas will have students engage in supervised handwashing for at least 20 seconds at least two times each day, in addition to being encouraged to wash hands after using the restroom and before eating. o School systems are encouraged to teach students good handwashing techniques.
4. ILTexas will encourage students, teachers, staff, and campus visitors should be encouraged to cover coughs and sneezes with a tissue, and if not available, covered in their elbows. Used tissues should be thrown in the trash, hands should be washed immediately with soap and water for at least 20 seconds, or hand sanitizer should be used.
5. ILTexas will institute more frequent cleaning practices, including additional cleaning by janitorial staff, as well as provide the opportunity for children to clean their own spaces before and after they are used, in ways that are safe and developmentally appropriate. o Schools should arrange for additional cleaning and disinfecting of surfaces that are touched in common throughout the day.

MITIGATE – HEALTH AND HYGIENE PRACTICES (MASKS)

MITIGATE: Practices to Mitigate the Likelihood of COVID-19 Spread Inside the School/Building

1. ILTexas will comply with the Governor's executive order regarding the wearing of masks.
2. In addition to the executive order, ILTexas require the use of masks or face shields for adults or students for whom it is developmentally appropriate.
3. It may be impractical for students to wear masks or face shields while participating in some non-UIL athletic or other extracurricular activities. When it is impractical for students to wear masks or face shields during those activities, ILTexas will require students, teachers, staff, and visitors to wear masks or face shields when entering and exiting facilities and practice areas and when not actively engaging in those activities.
4. ILTexas will attempt to reduce in-person staff meetings or other opportunities for adults to congregate in close settings. When those meetings are necessary and cannot be done via electronic means, everyone must follow the mask protocols in this guidance, remain at least 6 feet apart where feasible, consider the use of dividers, and consider whether increased airflow from the outdoors is possible in those settings.

COVID-19 SCREENING QUESTIONS

In evaluating whether an individual has symptoms consistent with COVID-19, ILTexas students, staff, parents, and visitors will be asked the following:

Have you recently begun experiencing any of the following in a way that is not normal for you?


- Feeling feverish or a measured temperature greater than or equal to 100.0 degrees Fahrenheit
- Loss of taste or smell
- Cough
- Difficulty breathing
- Shortness of breath
- Headache
- Chills
- Sore throat
- Shaking or exaggerated shivering o Significant muscle pain or ache
- Diarrhea

WHO TO CONTACT

- Karen Canady Barnes
 - ILTexas Nursing Coordinator
 - kbarnes@iltexas.org
 - 318-218-7556
- Regina Jones
 - Chief Equity Officer
 - rjones1@iltexas.org
- Evah Montes
 - Human Resources
 - 972-479-9078 Ext-3520
 - HR.covid.info@iltexas.org


HEALTH MANAGEMENT PROGRAM UNDER CONSIDERATION


SCHOOL HEALTH MANAGEMENT



Better Care Delivered More Efficiently

Frontline School Health Management
Now with COVID-19 Functionality



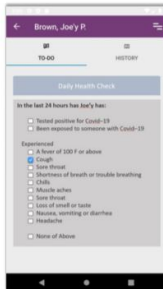


SCHOOL HEALTH MANAGEMENT

Never has monitoring the individual and collective health of your students and staff been more important. Yet this seems like a monumental task on top of everything else your district is facing as a result of the pandemic.

With Frontline School Health Management, you can collect timely, accurate, & secure data, both in and out of school settings, and share it with key stakeholders to quickly identify and respond to emerging trends.

Collect critical health data around testing, infections, and immunity quickly and securely.

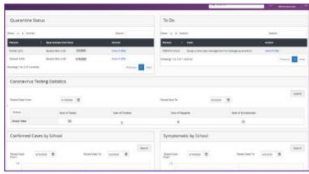


Enforce compliance with policies and procedures & monitor non-compliance.

Template Name: Default Compliance Violation Template


Detail	History	Letters	Attachments
Violations:			
			Limit the number of participants, staff, and guests at events & functions of participants, staff, and guests
			Require use of social face masks.

Report and monitor readiness thresholds, policy compliance, levels of infection or risk factors, trends, and more.




Train students, parents, and staff on COVID-19 procedures and policies.

Staff Training Compliance




FrontlineEducation.com/COVID



SCHOOL HEALTH MANAGEMENT

Document, Manage, and Report on COVID-19 Symptoms & Cases for Students and Staff

Frontline School Health Management



With Frontline School Health Management, you can:

- Identify and track active COVID-19 cases for both students and staff
- Notify key personnel of any newly documented cases quickly
- Perform contact tracing for students and school personnel
- Manage quarantine/isolation cases for students and staff to help ensure a safe return to the population
- Track persona based training of staff and students around COVID-19 processes and procedures
- Monitor compliance and adherence to policies
- Document and manage mental health cases

The answer is YES!

- Yes, it's FERPA/HIPAA compliant
- Yes, it can integrate with your student information system
- Yes, you can control access to data
- Yes, you can document and manage mental & behavioral health
- Yes, there's a parent portal
- Yes, there's an app
- Yes, it's affordable
- Yes, it's quick to implement

Why Frontline?


Frontline School Health Management has been serving K-12 health and wellness needs for over 30 years. Hundreds of districts across 44 states, including six of the largest districts in the country, trust Frontline to provide the software, service, and support to meet the health needs of their students and staff.

In their own words:

"The best way we had to capture everything we're doing [virtual office hours, meeting with medically needy students] while we were out of school for COVID-19 is using Frontline School Health Management. There have been times I had to justify, 'What are your nurses doing at home?' I was able to pull that data within just a couple of minutes to say, 'Well, my nurses have documented this many encounters by calling to check on students.' That is the beauty of this program for us when it comes time to go into budgeting meetings."

Angela Watson, Nurse Coordinator, Pickens County, South Carolina

FrontlineEducation.com/COVID



ILTEXAS COVID-19 RESPONSE

STAY SAFE!

WASH HANDS

WEAR MASKS

STAY SIX FEET APART

EMPLOYEE COVID FAQ

1) I begin having symptoms for COVID-19 and cannot pass the daily screen. What do I need to do?

Answer: You will be asked to get an appointment to be tested for COVID-19. Submit the documentation of setting the appointment to HR within 24 hours of when you first miss work and submit test results to HR as soon as they are received. These actions will ensure that you are eligible for **up to 80 hours**, (hours will be prorated for part time employees), of emergency paid sick leave (EPSL) through the FFCRA. An employee who is either (a) lab confirmed to have COVID-19 or (b) experiences the symptoms of COVID-19 must stay at home throughout the infection period, and cannot return to campus until a negative test result is received. **You must provide the requested documentation proving that you have sought and received medical care in order to qualify for the EPSL through FFCRA.**

2) I have been traveling out of the country recently. Am I allowed to come in to work?

Answer: See answer to #1 above.

3) My child's classroom has been sent home to quarantine because of a COVID-19 exposure/positive result. What do I need to do if I am the primary caregiver and need to stay home with my child?

Answer: You will be asked to provide documentation of the quarantine order from the school district. You may be eligible for Expanded Family Medical Leave (EFMLA) through FFCRA for up to 12 weeks (60 work days), depending on any prior leave deductions for EFMLA, FMLA, or EPSL within the last 365 calendar days. This leave can pay up to 2/3 of the employee's daily rate, and the employee can supplement the remaining 1/3 through his/her own allocated or earned leave.



4) My classroom/school has been sent home to quarantine. Am I allowed to work? What happens if I get symptoms?

Answer: Your immediate supervisor/principal will give you instructions regarding working remotely if possible. Our curriculum team has a plan for that contingency! However, if you begin to have symptoms and cannot work remotely, (see answer to # 1 above).

5) My spouse/child/parent etc. who LIVES IN MY HOME is showing symptoms of COVID-19. What do I need to do? Am I allowed to work?

Answer: Current CDC Guidelines tell us that any staff member living with someone who experiences any of the symptoms of COVID-19, whether the family member has taken a COVID-19 test or not, should self-isolate. Follow the instructions detailed in the answer to #1 above.

6) My spouse/child/parent, etc. who LIVES IN MY HOME was told he/she was potentially exposed to COVID-19 at work/school. What do I need to do? Am I allowed to work?

Answer: Current CDC Guidelines tell us that if a family member has been potentially exposed, you are supposed to watch yourself (and the family member) for symptoms. You should wear a mask and other relevant PPE while at work, and adhere to social distancing while at work, too. You are clear to come to work unless he/she tests positive or begins showing symptoms. If the family member tests positive or begins to show symptoms, you will have to get tested and test negative in order to come back to work. Please follow the instructions detailed in the answer to #1 above.

7) If I get sent home with a fever or other COVID-19 symptom, or have to get tested for some other reason, will I receive paid leave while waiting on test results?

Answer: The short answer is we will try and do what we can to minimize the financial/job impact to you. There are a variety of possibilities depending on your individual circumstances. Employees who are experiencing COVID-19 symptoms or test positive will qualify for up to 80 hours of Emergency Paid Sick Leave with appropriate medical documentation. In addition, all employees have 5 state and 3 local days of personal leave each year. You may also be eligible for benefits under the ILTexas Extended Sick Leave Policy that allows for up to 25 days of sick leave.



8) Will those required to be on campus receive hazard duty pay?

Answer: No

9) Will we be protected against parent lawsuits should parents claim their child contracted COVID-19 in the classroom setting?

Answer: Yes. The school system has immunity from such suits, as long as we aren't reckless. Likewise, the individual teachers are protected under a doctrine called "qualified immunity." In this instance you should be fine, as long as you don't act carelessly or intentionally cause a child to be exposed.

10) Will ILTexas fully pay for employee insurance at this time?

Answer: No. ILTexas will continue to pay the premium for the lowest plan offered by TRS, as we have in previous years.



11) What are your plans to accommodate teachers and staff that qualify for ADA accommodations?

Answer: We follow the requirements of the ADA. If an employee has a covered disability and is requesting an accommodation, (such as online instruction only), we will need the appropriate ADA paperwork completed by a doctor detailing how the employee is unable to perform the essential functions of their job without the accommodation. If you are requesting an ADA accommodation, please contact your immediate supervisor AND Evah Montes in HR at 972-479-9078 Ext-3520 or HR.covid.info@iltexas.org.

12) Will employees be required to return to work “in person”, whether or not they have underlying health conditions or are over 60 years old?

Answer: The needs of ILTexas will primarily drive the decision making process of who must attend work in person. We will try and accommodate everyone, however, this may not be possible. We will attempt to prioritize those at most risk to teach/work exclusively at home. However, you should realize that everyone may be required to attend work in person.