

## **Seattle Education Association Framework to Return to School**

SEA is excited to welcome students and families back for the 20-21 school year. As an Association, we recognize the challenges and burdens students and families have experienced during this unprecedented time.

Our goal is to ensure our schools are open and accessible for students, families, and staff, while maintaining health and safety protocols to minimize risk to all within our schools and surrounding communities.

SPS and many other districts in our state decided to return to remote learning this fall. SEA strongly supports a return to 100% remote instruction. We recognize distance learning did not meet the needs of all families in the spring so we are committed to providing families with the services they need within a safe framework.

We want to help all families engage in learning and address any concerns they may have navigating the systems and procedures established by SPS. Schools and staff will be available to address families' needs remotely. In some rare instances, referrals for direct contact at buildings may be provided on a limited and case-by-case basis.

We are ready to engage and deliver something different from the spring that meets the needs of our students. This is our focus as we negotiate with SPS on the start of the 2020-2021 school year.

Negotiations on the 100% remote start to the 2020-2021 school year are ongoing. SEA is committed to achieving an agreement with SPS that ensures the safety of our school communities and provides a robust learning environment for all students in a remote learning setting. These are challenging circumstances for everyone as we work collaboratively to reach an agreement. In order to provide greater understanding of the ongoing work with SPS around our SEA proposals, we have developed a side-by-side overview of our proposals related to Family Engagement and Health and Safety.

**SEA believes that for our students to be successful in remote learning we need authentic engagement with students, families, and communities to build a partnership.**

**SEA and SPS agree on these key points:**

- Each student will receive their own laptop/device
- Each educator will receive their own laptop
- School buildings/programs will have a plan to distribute technology and curriculum materials
- Schools will create a clear and consistent plan to communicate with families
- The district will provide technology support to families with interpretation support
- Students furthest from educational justice are at the center of all these decisions

**While we agree on these key points, [our students and families need and deserve more!](#)**

**SEA continues to advocate for:**

- Every school will have a social worker, counselor, family support worker, or a student-family advocate assigned to them to support our students and families.
- District provided resources to families to help access food, housing, and social/emotional support during this dual pandemic.
- A single point of contact for each family at every school.
- Building schedules that allow time for staff to establish regular check-ins with and share current student support and resources to families.
- Cell phones or software that allows for two-way phone communication and texting between staff and families.
- A comprehensive technology assessment that reaches all families using several means of communication (phone calls/texts/emails/home visits) in home languages.
- Regular technology support at multiple sites, in home languages, throughout the district in partnership with CBO's.
- Increased staffing to support all families and students with the access to the technology they need.
- Educator input in selecting age/content appropriate Learning Management System through a racial equity lens.

## SIDE-BY-SIDE OF OUR SEA FAMILY ENGAGEMENT AND TECHNOLOGY PROPOSALS

The highlighted sections below indicate where SEA and SPS are in agreement. While there are some points of agreement, there is limited detail in the SPS proposals. The lack of specificity and detail leaves us concerned about commitment to follow through.

SEA PROPOSAL FAMILY ENGAGEMENT AND TECH	SPS PROPOSAL FAMILY ENGAGEMENT AND TECH
<p>A robust and effective remote learning program requires additional supports for students and families to ensure their engagement and success during school building closures. The following proposals focus on necessary supports for students and families to engage in a robust remote learning environment. The supports provided must address the diverse needs and challenges families and students face in accessing technology and education during remote learning for all students PK-21.</p> <p><b>SEA #5 School Supplies and Technology</b></p> <ol style="list-style-type: none"> <li>1. SPS will conduct a comprehensive assessment of student and family needs for supplies and technology.</li> <li>2. SPS will provide students the necessary school supplies to do online school at home (e.g. books for independent reading, books for classes, supplies for science labs, art supplies, or instruments for music classes).</li> </ol>	

SEA PROPOSAL FAMILY ENGAGEMENT AND TECH	SPS PROPOSAL FAMILY ENGAGEMENT AND TECH
<p>3. Buildings will create and implement a building wide plan and delivery system for the distribution of school supplies, curricular materials and the necessary technology, to include mailing if necessary, and will include volunteers willing to do deliveries. The - system will be communicated to staff and parents/families. All extra time provisions outlined in the collective bargaining agreement will continued to be followed.</p> <p>4. SPS will provide necessary technology to engage in virtual/remote (e.g. computers, Wi-Fi hotspots and headsets) for each student in a household (1:1 student: device). Devices will have standard SPS-installed software, compatibility with all learning management systems, and availability to update regularly.</p> <p>5. School sites will establish an equitable plan that is approved by the BLT. Plan must be easily accessible system for student/family pickup and drop-off of needed supplies and materials. SPS will collaborate with CBO s to distribute supplies.</p> <p>6. Provision of school supplies and necessary technology for student and families will not be charged to building budgets.</p>	<ul style="list-style-type: none"> <li>○ Create a building-wide plan for the distribution of school supplies, curricular materials and the necessary technology.</li>   <li>○ Student devices necessary to access remote instruction will be allocated by the district for each student K-12. Educators will confirm with each student on their ability to access district applications during the “strong start” in September.</li>   <li>○ Buildings will create and implement a delivery system, to include mailing if necessary, which will be coordinated by school buildings/ programs, and system made known to staff and parents/families and will include volunteers willing to do deliveries. All extra time provisions outlined in the collective bargaining agreement will continue to be followed.</li> </ul>

SEA PROPOSAL FAMILY ENGAGEMENT AND TECH	SPS PROPOSAL FAMILY ENGAGEMENT AND TECH
<p><b>SEA #6 Accessible Training and Technology Support for Students and Families</b></p> <p>A critical part of the success of students in a remote learning environment, is support for systems and technology for families. In order to ensure accessibility of support for technology, systems and remote learning, support will be provided to student and families in multiple languages.</p> <ol style="list-style-type: none"> <li>1. SPS will provide training opportunities for students and families on remote learning prior to the start of school and ongoing throughout the year including: <ol style="list-style-type: none"> <li>a. SPS learning platforms and tools.</li> <li>b. Online learning resources specific to their school.</li> <li>c. Working in a remote learning environment; and,</li> <li>d. Computer systems.</li> </ol> </li> <li>2. SPS Department of Technology will provide technology support to families in a variety of formats that address the issues of access and language barriers. Regularly scheduled and advertised technology support will be offered for hardware and software issues that cannot be solved through techticket or remote supports, provided by DoTS at multiple geographically distributed</li> </ol>	<ul style="list-style-type: none"> <li>○ The District will provide technology support to students and families. Interpretation support will be provided.</li>   <li>○ All educators will provide content and delivery using district identified and approved technology platforms and tools. The District will ensure its technology platforms are accessible for students, families, and staff who are hearing impaired or visually impaired or that alternative access to information is provided. All student contact will be via District approved software and equipment.</li> </ul>

SEA PROPOSAL FAMILY ENGAGEMENT AND TECH	SPS PROPOSAL FAMILY ENGAGEMENT AND TECH
<p>locations and with preferred language supports. SPS will partner with CBO's to support families with extreme access issues to ensure every student receives the necessary support with specialized tech support for families with barriers to Internet, transportation, etc. SPS will sustain and improve the student and family tech support line.</p> <p><b>SEA #8 Streamline the process of who families hear from at schools</b></p> <ol style="list-style-type: none"> <li>1. Schools will identify one primary communicator per student when possible, as determined by students' team, (in their home language or translators and interpreters provided online) to provide connection, engagement in learning and access to needed resources.</li> <li>2. Each building will implement a clear, consistent process for communication, to include current school-based structures (ex: MTSS) for supporting students of concern. Principals will clearly communicate the school-wide expectations for communication with families to staff and community. This communication should be consistent and frequent, as well as providing options for individual online meetings on regularly scheduled times and social emotional group supports.</li> </ol>	<ul style="list-style-type: none"> <li>o Educators will work to create and implement a clear, consistent process for communication with families and staff.</li> </ul>

SEA PROPOSAL FAMILY ENGAGEMENT AND TECH	SPS PROPOSAL FAMILY ENGAGEMENT AND TECH
<ul style="list-style-type: none"> <li>a. If an educator works in more than one building, they will work with buildings and their programs to coordinate communication to families.</li> <li>b. Communications with multilingual families will be coordinated with input from bilingual IAs and ELL educators. Families may have a point person for communicating about multiple children in different schools.</li> </ul> <p><b>SEA #9 Learning Management Systems and Platforms</b></p> <p>SPS will select and provide developmentally appropriate learning management systems and platforms for online learning and use them consistently by grade level across schools.</p> <ul style="list-style-type: none"> <li>1. In collaboration with appropriate certificated and classified staff, SPS shall adopt a developmentally appropriate online learning management platform. <ul style="list-style-type: none"> <li>a. Selected LMS platforms will be used universally by all schools of the same grade-level.</li> <li>b. Staff/students/families will be given ample training and time to learn these LMS platforms.</li> </ul> </li> </ul>	

SEA PROPOSAL FAMILY ENGAGEMENT AND TECH	SPS PROPOSAL FAMILY ENGAGEMENT AND TECH
<ol style="list-style-type: none"> <li>2. The district will incorporate recommendations of the Special Education Taskforce regarding LMS platforms and applications appropriate for all students.</li> <li>3. Racial Equity, language, disability, and technology access analysis prior to adoption is needed.</li> <li>4. The district will train and deploy a team of educators recruited from SEA-represented employee units to support families in learning and using these LMS platforms</li> </ol> <p><b>SEA #10 Coordinated partnership with families and community-based organizations</b></p> <ol style="list-style-type: none"> <li>1. SPS will ensure appropriate SEA represented staffing in order to provide a social worker, family support worker, or a student-family advocate to provide full-time support for every building.</li> <li>2. School sites will provide ongoing information to educators that details available resources for students and families and best practices for accessing support to connect families with the appropriate resources.</li> <li>3. Building schedules will be created to allow time for staff responsible for student/family supports establish regular check-ins with classroom</li> </ol>	



SEA PROPOSAL FAMILY ENGAGEMENT AND TECH	SPS PROPOSAL FAMILY ENGAGEMENT AND TECH
<p>educators to share current student supports and resources provided to families.</p> <p><b>SEA #11 Technology Support to Families of Additional Languages</b></p> <p>Language barriers cannot be the reason families are not served. SPS will ensure adequate staffing so that every school will have the number of translators and interpreters needed to support all families and students with the access to the technology they need in a remote learning environment and the training to use it.</p> <ol style="list-style-type: none"> <li>1. Equity requires that SPS have consistent practices for how interpretation and translation services are handled districtwide. SPS will identify and train an IT team at the District level to coordinate family technology support through an anti-racist and equity lens to ensure families are assisted with technology set-up of Wi-Fi, Routers, Hardware, Learning Management Systems, etc.</li> <li>2. SPS will identify and coordinate interpreters and translators to work with IT in providing technology support to families in partnership with bilingual staff and interpreting service flexibly across the district to ensure all language groups are served equitably.</li> </ol>	

SEA PROPOSAL FAMILY ENGAGEMENT AND TECH	SPS PROPOSAL FAMILY ENGAGEMENT AND TECH
<ul style="list-style-type: none"> <li>3. SPS will not delay or avoid hiring these necessary additional FTE positions by relying on existing bilingual staff to take on this additional responsibility.</li> <li>4. SPS will complete needs-assessment at all schools with regard to technology for students and importantly, language needs related to deploying and utilizing that technology.</li> <li>5. SPS will provide opportunities to create interpreter/translation SEA represented staff teams using the strength of our community, to include: <ul style="list-style-type: none"> <li>a. A committee to coordinate recruitment and deployment across the district using consistent systems and practices.</li> <li>b. Identification of those staff who can/want to participate (considering their other work obligations).</li> <li>c. This will include ELL department staff and bilingual IAs, but no staff will be obligated to take on these additional responsibilities without compensation. Those who work in excess of their scheduled work hours will be compensated as extra time. Those who choose to work as interpreter/translators may need their other duties scaled back.</li> </ul> </li> </ul>	

SEA PROPOSAL FAMILY ENGAGEMENT AND TECH	SPS PROPOSAL FAMILY ENGAGEMENT AND TECH
<p><b>SEA #12 Technology Equipment and Tools</b>  SEA/SPS recognize that technology needs will vary by job and student need. <b>It is the responsibility of SPS to provide the necessary hardware, software, and equipment for staff to fulfill their responsibilities.</b></p> <ol style="list-style-type: none"> <li>1. SPS shall provide a cell phone with text capabilities to all employees who are contacting students and families.</li> <li>2. SPS shall provide appropriate two-way communication capabilities for staff to communicate with families (e.g. Google voice, MS Teams, Talking Points or Remind apps). This includes the capabilities for families to text and leave voicemail messages.</li> <li>3. <b>SPS will provide all SEA represented staff (PK-21, Certs, Paras, SAEOPS, and Substitutes) with a laptop equipped with appropriate software to ensure access to SPS systems no</b> later than the first day of individual member's professional development for the 2020-2021 school year.</li> <li>4. The District will cover the complete cost of broadband internet at a speed of no less than 25Mbps for any SEA-represented staff member (PK-21, Certs, Paras, SAEOPS, and Substitutes) by request.</li> </ol>	<ul style="list-style-type: none"> <li>○ <b>SPS will provide educators with a laptop equipped with District approved software.</b></li> </ul>

SEA PROPOSAL FAMILY ENGAGEMENT AND TECH	SPS PROPOSAL FAMILY ENGAGEMENT AND TECH
<p><b>SEA #13 Technology Device Support</b></p> <ol style="list-style-type: none"> <li>1. SPS will increase Technical Support at the district level to ensure schools are supported appropriately in the remote learning environment.               <ol style="list-style-type: none"> <li>a. Technical support will include hardware, software, laptop/desktop/tablet, cell phones, and internet support.</li> <li>b. Technical support will be provided in various modes including but not limited to phone, online support, video conference calls, or instructional videos.</li> <li>c. SPS will provide additional technical support at the district level to facilitate mini-sessions on platforms (Zoom, Teams, Schoology, etc.), establish virtual “office hours” and/or provide additional hotline support.</li> </ol> </li> </ol>	

## SIDE-BY-SIDE OF OUR SEA STEPPED-IN INSTRUCTION AND HEALTH & SAFETY PROPOSALS

**SEA believes in these unprecedented times of dual pandemics, we all must do more to collectively reduce community transmission, to ensure robust safety protocols to minimize risk, and to center the health of our student communities.**

SEA and SPS are both committed to prioritizing safety and health of school communities. While there are points of agreement between the proposals, more detailed agreements are needed in these complex times. The highlighted sections below indicate where SEA and SPS are in agreement. The SEA proposals are based on information from the Washington Department of Health and Public Health - Seattle and King County.

As neither Public Health nor SPS were putting forth Steps or criteria, we found it necessary to create our own Steps and outline the necessary criteria to reopen schools safely for 2020-2021. Our SEA Health and Safety Subcommittee based the proposals on the state and county guidance and all of our proposals were reviewed by our team of school nurses. All of the Steps are linked to specific Health and Safety policies and protocols. [Resource documents: <https://www.doh.wa.gov/Emergencies/NovelCoronavirusOutbreak2020COVID19/DataDashboard>; <https://www.kingcounty.gov/depts/health/covid-19/data/key-indicators.aspx>]

<b>SEA STEPPED-IN PROPOSALS</b>	<b>SPS STEPPED-IN PROPOSALS</b>
<p><b>SEA # 19 Stepped-in Instruction</b></p> <p>Steps for learning models allow education to pivot at any time between distance, hybrid, and in-person learning. These stages will be determined by the impacts of a changing health situation, available resources and guidance from Public Health-Seattle/King County, OSPI, and the Health and Safety protocols as outlined in this agreement. The earliest any student in-person learning schedule could be implemented is contingent upon adequate time given to adjust the master schedule. As the public health situation evolves, the District and the Association will continue to work together to review these models.</p>	<p>“We do not believe protocols are bargainable and will not be countering your proposed steps.”</p>

**SEA STEPPED-IN PROPOSALS**

**SPS STEPPED-IN PROPOSALS**

Criteria for moving between phases from 100% remote to 100% in-person:

**Step 1:** 100% remote for students and staff.

**Step 2:** 100% remote for students, optional access to building for staff following health and safety protocols based on community recommendations (see Health and Safety protocols outlined in the agreement) are met.

**Step 3:** If criteria in the chart below are met for 14 consecutive days

The following is adapted from the Governor’s disease criteria for King County movement through Phases 1 to 4. Data is specific to King County only. Data will be assessed in two-week periods starting September 2, 2020.

Average incidence of new cases reported as positive during the prior 14 days.	<25 cases/100,000/14 days
Average incidence of new cases as a percentage reported as positive during the last 14 days	<5%
Trends in hospitalizations for lab-confirmed COVID-19	Flat or decreasing
Reproductive number (R naught)	<1

SEA STEPPED-IN PROPOSALS	SPS STEPPED-IN PROPOSALS
<p><b>Step 4:</b> If criteria in the chart above continues to be met for 28 additional days (begin Hybrid learning)</p> <p><b>Step 5:</b> If criteria in the chart above continues to be met for 14 additional days</p> <p><b>Step 6:</b> If criteria in the chart above continues to be met for 14 additional days</p> <p><b>Step 7:</b> If criteria in the chart above continues to be met for 14 additional days</p> <p><b>Step 8:</b> Open (all students and staff in school)</p> <p>At any point if the above criteria is not met, SPS will move back to the prior Step.</p> <p><b>Step 1:</b> 100% remote learning. All students and staff participate in distance learning. School buildings closed for access.</p> <p><b>Step 2:</b> 100% remote learning. All students participate in distance learning. Staff have the ability to choose to be onsite for the purpose of planning and delivering online instruction with scheduling based on Health and Safety protocols outlined in the agreement.</p> <p><b>Step 3:</b> 100% remote learning. All students participate in distance learning. Staff have the ability to choose to be onsite for the purpose of planning and delivering online instruction with</p>	

SEA STEPPED-IN PROPOSALS	SPS STEPPED-IN PROPOSALS
<p>scheduling based on Health and Safety protocols outlined in the agreement. Staff have the ability to choose to offer appointments for one-on-one in-person services with students and/or families referred by educators for in person services.</p> <p><b>Step 4:</b> Hybrid learning. Families of students in greatest need of additional support [for example: BIPOC students, students with IEPs, 504s, ELL, MKV] as identified through a set of criteria agreed upon by District and Association as listed above will choose to participate onsite with in-person instruction two (2) days a week. These students/families would be referred by educators for in person services. These criteria will be decided through the lens of racial equity, and ensuring that decisions for criteria are not anti-Black, and do not cause greater harm to folks experiencing intersections of racism, healthcare needs, and ability. All other students participate in distance learning. Staff have the ability to be onsite for the purpose of planning and delivering instruction.</p> <p><b>Step 5:</b> Hybrid learning Remote learning with some students in buildings supervised in cohorts. Instruction will continue to be delivered online but certain students would be accessing their remote learning from a school building rather than from their home. Families would have a choice to opt into this model, with priority offered to families furthest from educational justice. These criteria will be decided through the lens of racial equity, and ensuring that decisions for criteria are not anti-Black, and do not cause greater harm to folks experiencing intersections of racism, healthcare needs, and ability.</p> <p><b>Step 6:</b> Hybrid learning. All students from Stage 3 and 4, as well as our youngest learners, and additional students in need of support, participate onsite with in- person instruction two (2) days a</p>	



SEA STEPPED-IN PROPOSALS	SPS STEPPED-IN PROPOSALS
<p>week. All other students participate in distance learning. Staff have the ability to be onsite for the purpose of planning and delivering instruction.</p> <p><b>Step 7:</b> Hybrid learning. All students participate onsite with in-person instruction two (2) days a week. Staff have the ability to be onsite for the purpose of planning and delivering instruction.</p> <p><b>Step 8:</b> 100% in-person learning. All students and staff participate onsite with in-person instruction five (5) days a week.</p>	

SEA HEALTH AND SAFETY PROPOSALS	SPS HEALTH AND SAFETY PROPOSALS
<p><b>SEA #20 Health and Safety Protocols for 100% remote (Steps 1&amp;2):</b></p> <p>As we progress through Steps 3-8 of the Phase-in process, additional health and safety protocols will be negotiated between SEA and SPS to ensure the health and safety of all students and staff.</p> <p>1. <u>General Building Space Requirements</u>  Each worksite plan must detail the square-footage of each space, the number of people who may be at the worksite at any given time, and specific protocols that demonstrate physical distancing will be maintained at all times.</p>	<p>The District has recommended a remote model of instruction for the start of school this fall 2020. Even in a remote model, the District will provide direct services to some students and families.</p> <p>On-site work critical to meet an essential student or business need will be determined by the Superintendent. Staff will continue to report to work to fulfill their roles and responsibilities.</p> <p>The District will follow all local, state and federal health and safety guidelines to ensure employees' safety. The District will provide safety measures as outlined in this proposal. The following are guided by current OSPI guidelines, which include DOH and L&amp;I, along with Public Health King County requirements. The District and Association agree</p>

SEA HEALTH AND SAFETY PROPOSALS	SPS HEALTH AND SAFETY PROPOSALS
<p>2. <u>Required Building/Room Check before Occupation by SEA represented staff</u></p> <ol style="list-style-type: none"> <li>a. Operate the ventilation system continually when the school is in use, including during custodial work. School air supply should be at least 15 cubic feet per minute per person of fresh outside air whenever the school is in use and shall include regular maintenance.</li> <li>b. Any occupied room (including bathrooms and shared equipment spaces) should be tested to ascertain receipt of the minimum amount of fresh air when indoor carbon dioxide levels are at approximately 700 parts per million (ppm) over outside ambient carbon dioxide levels.</li> <li>c. Any school or room not meeting these minimal guidelines will not be allowed to be occupied.</li> </ol> <p>3. <u>Attestation by any person entering the building, without exception.</u></p> <p>4. <u>Upon arrival of any staff:</u></p> <ol style="list-style-type: none"> <li>a. <u>All staff will arrive through designated entries and report immediately to a predetermined location.</u></li> <li>b. <u>Staff agree to attest to having self-assessed immediately before entering school and are free of the following COVID-19 symptoms:</u></li> </ol>	<p>these guidelines may change and need to be revisited periodically.</p> <p>1. <u>Cloth face coverings: All employees, students, and building visitors shall wear a cloth face covering while in any school facility or vehicle, except:</u></p> <ul style="list-style-type: none"> <li>• <u>Anyone with a disability that makes it hard for them to wear or remove a face covering.</u></li> <li>• <u>Anyone who is deaf and moves their face and mouth to communicate.</u></li> <li>• <u>Anyone who has been advised by a medical professional to not wear a face covering because of personal health issues.</u></li> <li>• <u>Anyone who has trouble breathing, is unconscious, or unable to remove the face covering without help</u> <ol style="list-style-type: none"> <li>a. <u>The District shall provide cloth face coverings for all employees and students.</u></li> <li>b. <u>Employees may choose to provide their own face coverings.</u></li> <li>c. <u>Employees working with students who cannot wear a face covering for the reasons described above shall be provided appropriate personal protective equipment (PPE).</u></li> </ol> </li> </ul> <p>2. PPE will be distributed related to job/task. Training on how to wear appropriate PPE will be provided.</p>

SEA HEALTH AND SAFETY PROPOSALS	SPS HEALTH AND SAFETY PROPOSALS
<ul style="list-style-type: none"> <li>o Fever or chills</li> <li>o Cough</li> <li>o Shortness of breath or difficulty breathing</li> <li>o Fatigue</li> <li>o Muscle or body aches</li> <li>o Headache</li> <li>o New loss of taste or smell</li> <li>o Sore throat</li> <li>o Congestion or runny nose</li> <li>o Nausea or vomiting</li> <li>o Diarrhea</li> </ul> <p>c. A no-touch thermometer will be available to staff who were unable to assess their temperature at home.</p> <p>d. If staff have any of the symptoms above or a fever of 100.4 or above, they will be asked to immediately return home and contact their health care provider.</p> <p>5. <u>For staff who do not have any of the above symptoms:</u></p> <ul style="list-style-type: none"> <li>a. Personal face coverings are required and should be worn throughout the school day except when teaching.</li> <li>b. When inside the buildings, all employees shall maintain social distancing of at least 6 feet or three paces and to wash their hands upon entering. If it is not possible to wash hands immediately upon entering, hand sanitizer will be used.</li> </ul>	<p>3. Health Screenings: Prior to entering any school facility, students and employees will be screened for COVID-19 in accordance with Public Health and Safety guidelines. Policies will be drafted for daily reporting. Daily screening processes will be put in place to screen for symptoms of COVID-19. A no contact thermometer will be available at each work site. Attestation must be completed by all persons entering the work site.</p> <p>4. Physical Distancing: Capacity for students and staff in any facility and/or classroom shall be limited by physical distancing requirements outlined by Public Health. Face coverings must be worn at all times (in accordance with above) and staff must remain 6 feet apart.</p> <p>5. Hygiene practices: The district shall provide adequate facilities and supplies for handwashing as required by Public Health guidelines. The District will provide information and training on handwashing, cover cough/sneezes.</p> <p>6. Protocols: Health and Safety protocols will be clearly communicated and provided to the Association no later than one week before the start of the first employee workday.</p>

SEA HEALTH AND SAFETY PROPOSALS	SPS HEALTH AND SAFETY PROPOSALS
<p>c. When outside in parking lots or other open spaces, employees should be conscious of social distancing particularly when exiting or entering a vehicle.</p> <p>d. Staff will be required to report to their assigned areas and not allowed to congregate.</p> <p>e. Hand washing should take place every two hours; after bathroom use; and before and after meals.</p> <p>f. All bathrooms will have posted procedures for use and appropriate effective virus reducing cleaning materials.</p> <p>g. If staff are using shared equipment (ex. copiers, printers), they must use nitrile gloves or hand sanitizer before and after use.</p> <p>6. <u>District provided cleaning and protective equipment</u></p> <p>a. Face masks (non-disposable and disposable) will be provided to all staff.</p> <p>b. Each classroom/office shall have a box of nitrile gloves, virus reducing cleaning materials (wipes or spray), large bottle hand sanitizer with instructions for use.</p> <p>c. Face shields will be provided to staff who for medical reasons cannot use a face mask.</p>	<p>7. Cleaning: Cleaning will be consistent with Department of Health and Public Health guidelines.</p> <p>8. Protocols for identification of symptoms, how to respond if there are symptoms associated with COVID-19, and when there are any confirmed cases of COVID-19 will be developed.</p> <p>9. Communication and trainings will be developed and provided for all staff on all of the above bulleted points in order to prevent transmission and limit any spread of Coronavirus.</p> <p>10. The District will follow a return to in person instruction following state and local guidelines.</p>

SEA HEALTH AND SAFETY PROPOSALS	SPS HEALTH AND SAFETY PROPOSALS
<p data-bbox="394 313 1140 383">d. All bathrooms used in the building will be cleaned by custodial staff every 2 hours.</p> <p data-bbox="249 423 1104 597">7. The District must have a clear communication system in place to promptly notify employees when an employee at their worksite goes home with symptoms consistent with COVID-19 and/or when there is a confirmed COVID-19 case.</p> <ul style="list-style-type: none"> <li data-bbox="308 605 1129 667">a. This communication system will specifically include itinerant staff at more than 1 building</li> <li data-bbox="308 672 1152 802">b. Itinerant staff must complete an attestation at every building they enter. It is the responsibility of the COVID site supervisor to notify the itinerant staff of any COVID updates upon their entry.</li> <li data-bbox="308 807 1152 868">c. District wide communication system will be created before the start of school</li> <li data-bbox="308 873 1033 904">d. All staff will be trained on the communication system</li> <li data-bbox="308 909 1146 1003">e. Appropriate PPE must be provided to all staff at each building site. Itinerant staff will have access to new PPE at each of their worksites.</li> </ul> <p data-bbox="249 1044 1152 1149">8. The district will provide contact tracing when a known COVID case at a worksite is reported, and free testing on a weekly basis for all Itinerant staff.</p>	