



*Shannon Allen*

Shannon Allen, Ed.D.  
Superintendent of Schools

Date

**DRAFT**

Version 2

# **BEAUMONT INDEPENDENT SCHOOL DISTRICT**

RE-ENTRY PLAN 2020-21

VERSION 2

# INTRODUCTION

Beaumont ISD is looking forward to the start of the 2020-21 school year on August 17. Although we are working toward a new model for educating our students in a public health crisis, quality instruction is our focus.

Currently, the American Academy of Pediatrics “strongly advocates that all policy considerations for the coming school year should start with a goal of having students physically present in school.” Many families in our community have provided feedback that they are looking forward to physically returning to school on-campus this fall. However, we also know that some families have concerns about their children physically returning to school due the current health climate. In order to reach the varying needs of all families in our community, Beaumont ISD will provide all students the option to participate in school either on-campus or virtually. Both options will be facilitated by a certified teacher, and Beaumont ISD will support all families as they make the decision that is best for their children. Our commitment is to ensure that all students at BISD receive high quality instruction and continue to reach their academic goals.

The plan for opening schools focuses on following guidance and recommendations from the Texas Education Agency, the federal government, as well as state and the local agencies including guidance from the health department. Please know that the information included in the re-entry plan is fluid and will change as additional guidance is released in order to comply with recommendations and mandates from local, state and federal government. In addition, adjustments may be necessary throughout the school year to maximize the safety of our students and staff.

Our aspirations for designing the models of instruction include a focus on prioritizing:

- Equal opportunities for on-campus learning and virtual learning and to ensure equitable distribution of resources
- Active participation of students in all learning options so that students are engaged and continue to grow as learners
- The social-emotional wellbeing of our staff and students so that both groups feel safe and valued

# TRANSITION TEAM

## **Executive Cabinet:**

Dr. Shannon Allen - Superintendent  
Dr. Anita Frank - Asst. Superintendent for Elementary Administration  
Randall Maxwell - Executive Director for Secondary Administration  
Jenny Angelo - Executive Director of Curriculum and Instruction  
Derwin Samuels - Executive Director of Human Resources  
Cheryl Hernandez - Chief Financial Officer  
Joseph Malbrough - Chief of Police  
Adam Thibodeaux - Interim Director of Community and Media Relations  
Sierra Fisher - General Counsel

## **Committee Members:**

Tony Aguilar - Director of Maintenance and Operations  
Tiffany Eckenrod - Director of Child Nutrition  
Toni McPherson - Director of Information Services/Technology  
Dr. Kimber Knight - Director of Research, Planning and Evaluation  
Dr. Ron Jackson - Director of Athletics  
Rachiel Guidry - Director of Guidance and Counseling  
Senecia Saveat - Director of Student Services  
Dr. Diana Valdez - Director of Leadership Development and Discipline  
Anetra Cheatham - School Administration  
Rosie DeLano - Internal Auditor  
Hannah LeTulle - Marketing Specialist  
Steve Tatum - Energy Management/Special Projects  
Lovell Henry - Supervisor Custodial Services  
Sandra Robinson - Transportation  
Denise Shaffer - Instructional Technology  
Veronica Redmon - Parent Engagement  
Sanjuana Holtz - Social-Emotional Learning Coordinator  
Jacqui Shirey - At Risk Coordinator

## **School Leadership:**

Audrey Collins - Principal (Pietzsch-MacArthur)  
Julie Corona - Principal (M.L. King)  
Tamara Long - Principal (Martin)  
Nicholas Phillips - Principal (Marshall)  
Charisma Popillion - Principal (Beaumont United)  
Petula Whitfield - Asst. Principal (Paul Brown)  
Rolander Fontenot - Asst. Principal (Beaumont United)  
Ariane Moore - Asst. Principal (Martin)  
Stennie Gerard - Asst. Principal (Vincent)

## **Campus Teachers:**

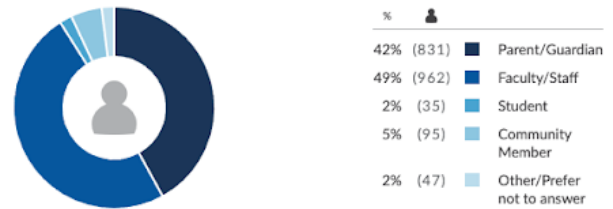
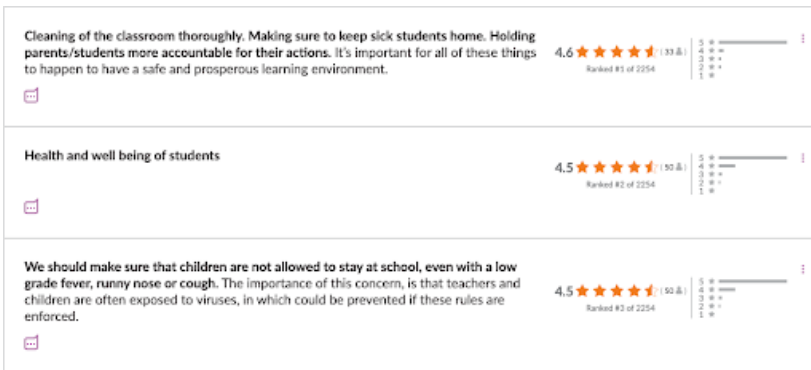
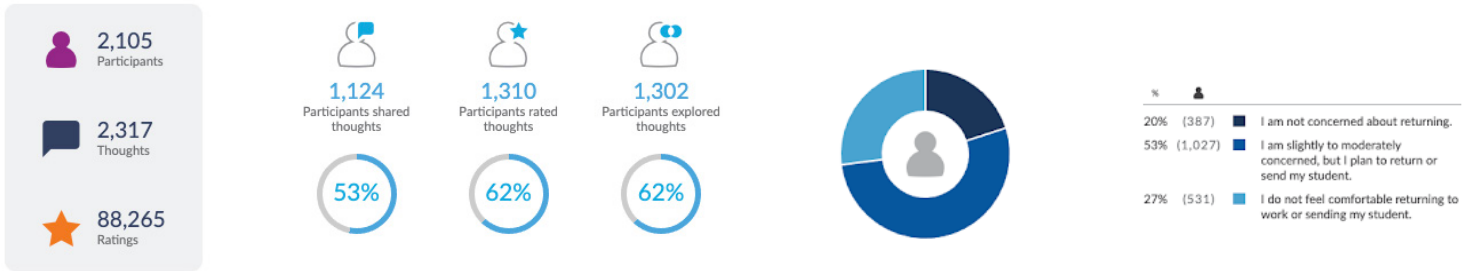
Lakeisha Carter  
LaWanda Coleman  
AnaKaren Leslie  
Allison Doty  
Amy Mathis  
Alea Greer  
Brittany Guidry

## **Health Services:**

Candice Pfleegor - Lead Nurse  
Sharon Dodson - Lead Nurse

# BACKGROUND

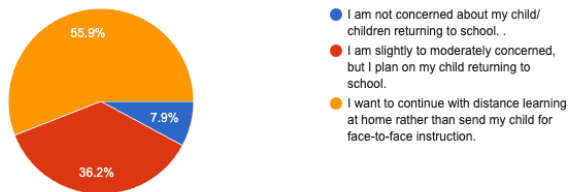
The district conducted several surveys at the conclusion of the school year and into the summer. Students, staff, parents and community members were asked to give their feedback and ideas on how the 2020-2021 school year should look. The district utilized a tool called thoughtexchange which provides respondents the opportunity to participate in an anonymous dialogue and rate others' responses. A summary of the survey responses are listed below:



In mid-June a more in-depth survey was sent out asking specific questions regarding day-to-day operations and general sentiment on returning back to school in the fall. The following is a sampling of the questions and responses.

From a health perspective, how comfortable are you personally with your child/children returning to school in the fall to face to face instruction (whether in small groups or with all students)?

1,244 responses



The CDC has recommended wearing a fabric face covering for staff and students when 6 feet of physical distancing is not possible. How do your children feel about wearing a fabric face covering?

1,244 responses



# Beaumont Independent School District 2020-2021 Calendar REVISED

JULY 2020						
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**Beaumont ISD  
Administration Building**  
3395 Harrison Avenue  
Beaumont, Texas 77706  
(409) 617-5000 • Fax (409) 617-5184

### KEY

- - First Day of School
- - Staff Development/Student Holiday
- ⬠ - Teacher Work Day
- ✓ - New Teacher Orientation
- ★ - End of Grading Period
- ▨ - Thanksgiving Break
- ▧ - Winter Break
- ▩ - Spring Break
- ▲ - Half Day/Early Release
- ☀ - Staff/Student Holiday
- ◇ - STAAR Test Dates
- ⚡ - Bad Weather Day
- - Intercession Time
- ⓧ **Goals Night**

Elementary School - Sept. 8  
Middle School - Sept. 9  
High School - Sept. 14

### GRADING PERIODS

- 1st Grading Period - August 17 - Oct. 9
- 2nd Grading Period - Oct. 12 - Dec. 18
- 3rd Grading Period - Jan. 5 - March 12
- 4th Grading Period - March 22 - June 11

### FIRST & LAST DAY OF SCHOOL

August 17, 2020  
June 11, 2021

### GRADUATION DATE

- \_\_\_\_, 2021 - Early College High School
- \_\_\_\_, 2021 - West Brook High School
- \_\_\_\_, 2021 - Beaumont United High School

JANUARY 2021						
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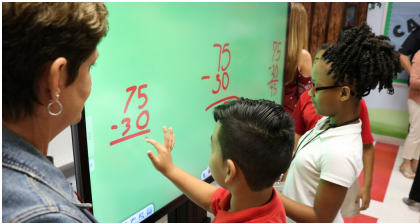
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JUNE 2021						
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## ACADEMICS

This section will present reentry scenarios based on current guidance from the Texas Education Agency as well as the district's proposed plan.



## DISTANCE LEARNING

This section provides information regarding the district's plans for virtual/distance learning for those students who will not be returning on campus in the fall.



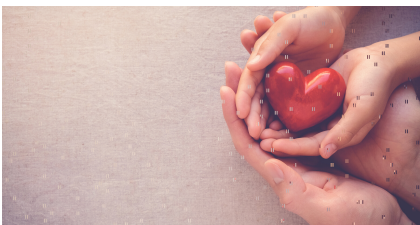
## HEALTH AND SAFETY

This section will address student, employee and visitor protocols regarding best practices for maintaining a safe environment.



## OPERATIONS

This section will address health and safety regarding sanitization practices and best practices for mitigating contamination.



## WHOLE CHILD

This section provides guidance for teachers and parents for the social-emotional development and dealing with the challenges of remote learning.



## EMPLOYEE PROTOCOLS

This section focuses on employee work protocols, the steps taken in the event there is a confirmed case of COVID-19 and leave policies.

# ACADEMICS

## **VIRTUAL START**

Beaumont ISD will start school on August 17, 2020. Instruction will occur virtually for the first three weeks of school in order to acclimate students and staff to new procedures. Beginning September 8, 2020, the District will offer both on-campus and virtual learning. Both programs will follow BISD's curriculum, which complies with the Texas Essential Knowledge and Skills (TEKS) standards. When registering, families will be required to enroll in either on-campus learning or virtual learning.

Beaumont ISD has considered the health and safety of our students and staff throughout the planning and decision making process for the upcoming school year. Though no option is ideal in addressing every concern created by the current health crisis, the District is committed to implementing every safety precaution at its disposal. The virtual start will provide staff, students and families with the opportunity to become acclimated to the new synchronous (virtual, teacher-led, direct instruction) and asynchronous (virtual, student self-paced) modes of instructional delivery. Additionally, the virtual transition into the normal school day will provide time for direct instruction on the safety protocols, precautions and new campus procedures that will be in place in response to COVID-19 including social distancing guidelines, health screenings and other campus practices. To facilitate the remote instruction for the first three weeks, the District will provide families with devices and internet access, if needed, to ensure that all students have the necessary resources to fully engage in the learning experience.

It is required that ALL students and parents engage in the virtual learning platform during the start of the school transition period to thoroughly understand the learning platforms being used. In the event of a classroom, campus or district-wide closure during the year due to an abundance of COVID-19 cases or other considerations, such as a natural disaster, students who attend on-campus will be required to temporarily transition to virtual learning until it is safe to return to the campus. Staff, students and parents will receive ongoing training regarding all learning platforms.

## **OPTION ONE: TRADITIONAL LEARNING**

Staff and students will return to campus for a traditional, Monday through Friday, in-person school schedule. The District will implement safety protocols with guidance from the Texas Education Agency outlined in the Operations section of this plan.

## **OPTION TWO: VIRTUAL LEARNING**

Parents will be provided the option to enroll their child in virtual, at-home learning. This option will require access to a computer and the internet. Paper packets will not be provided. BISD will make arrangements to provide technology, as needed, including chromebooks, tablets and MiFi devices. More information is available in the Virtual Learning section of this plan.

## DEVICE DISTRIBUTION/TRAINING

For those families with no electronic device, campuses will be offering device check-out during the week of August 3 - 7, 2020. Each campus will publish a device distribution schedule prior to the week of August 3. Please note: ONLY those families who do not have access to an appropriate device to facilitate virtual instruction use should check one out from the campus. We ask that if your family has a device, please allow those without to have the opportunity to check out a device.

Virtual training opportunities will be provided for all families regarding how to use Google Classroom and Zoom through free online training videos. All families will be provided with a link to a Chromebook Scavenger Hunt that will help them to learn how to use the components of the Chromebook. Visit the district website for updated information on live Zoom training designed specifically for parents.

## REGISTRATION PROTOCOLS

All registration will be completed online and will launch on Monday, July 20, 2020 for returning students and Monday, July 27, 2020 for new students. The link for registration can be found on the district website. Parents/guardians will be able to select the preferred mode of instruction, virtual or on-campus learning. TEA guidance requires parents/guardians to select a mode of instruction; BISD deadline for selection is on or before August 3, 2020. Changes must be requested by midnight on August 3, 2020, by submission of the change form located on the district website or hand delivering a written change request to Student Services, located at the BISD Administration Building. Changes to the selection can also be made at the end of the nine-week grading period.

### ONLINE REGISTRATION DATES:

Returning BISD Students (Grades PK-12)

Monday, July 20, 2020

New Students (Grades PK-12)

Monday, July 27, 2020

## SOCIAL DISTANCING/TRANSITIONS

The District regards the health and safety of both students and staff at the highest level and has considered the wellbeing of all throughout the planning process. With safety in mind, the district will reduce class size limits to support social distancing practices. The class size limits are as follows:

- Elementary on-campus classrooms (grades PK- 4): 20
- Fifth grade and secondary on-campus classrooms (grades 5-12): 25

All secondary schools will follow a block schedule to limit the number of student transitions.

Staggered releases for transition periods, arrivals and dismissals may be implemented as an added safety precaution at all grade levels.

## **SUPPLIES**

As in previous years, the district will publish a standard school supply list on the district website for both elementary and secondary students.

## **UNIFORMS**

The District Uniform Policy will be in place for the 2020-21 school year. We encourage all parents to begin the year with uniforms, however, the policy will be strictly enforced starting at the start of the second nine-weeks on October 12, 2020.

## **MASKS/FACE SHIELDS**

In accordance with the executive order from the governor's office, it is mandatory for all staff and students grades 4-12 to wear masks/shields while on campus. Refusal to wear a mask will result in disciplinary action(s). The district encourages all other students to wear a mask/shield when appropriate.

Inappropriate messages, logos and designs on masks/shields are prohibited. Specifically, the District prohibits pictures, emblems or writing on masks/shields that:

- are lewd, vulgar, offensive or obscene
- advertise or depicts tobacco products, alcoholic beverages, drugs or another substance prohibited under Policy FNCF (Legal)

## **STATE ASSESSMENTS AND ATTENDANCE REQUIREMENTS**

All academic and state or local assessment requirements must still be met by virtual and on-campus students.

Per Texas Education Code (TEC) 25.092, students must attend 90% of the days a course is offered in order to be awarded credit for the course and/or to be promoted to the next grade. This requirement remains in force during the 2020-21 school year regardless of the selected mode of instruction.

- Attendance will be taken daily for elementary students and each period daily for secondary virtually or on-campus.

## **UIL ATHLETICS/EXTRACURRICULAR ACTIVITIES**

The District will follow all UIL COVID-19 guidelines and dates as they become available and published.

Students in the virtual program will be able to participate in athletics/extracurricular activities after school at the designated time.

- High School - 3:15 p.m.
- Middle School - 4:30 p.m.

Transportation from home to practice during a normal school day will not be provided by the district for virtual learners.

## ATHLETICS

Students participating in BISD's virtual learning offered by their school district, whether synchronous or asynchronous (as defined by TEA), may participate in UIL activities if they meet all other UIL eligibility requirements. Students must be enrolled in remote learning options through the school the student will represent. Schools may develop local policies with additional requirements for participation. You can find more information related to the full-time student rule in the UIL Constitution and Contest Rules.

Students participating in BISD's virtual learning platform may only participate in extracurricular activities on both before and after school.

- Middle School - 4:30 p.m.
- High school on-campus learners will report to athletics during fifth, sixth and seventh periods

### ATHLETIC PRACTICES AND GAMES

- High school football, volleyball and cross country practice is scheduled to start on August 3, 2020.
- Middle school football and volleyball practice is scheduled to begin on the first day of school, August 17, 2020.
- All athletic schedules can be found on the district website.

The updated guidelines for UIL extracurricular activities and athletics are described below. This guidance is in effect immediately until the first day of instruction or the start of in season activities, whichever is earlier. The district, athletic department, and UIL will continue to work with state officials and monitor CDC and other federal guidance to determine any potential modifications.

### KEY PRINCIPALS

- Hygiene: hand washing will be encouraged before, during and after team activities.
- Cleaning and sanitation: routine and enhanced cleaning and sanitation measures will be implemented.
- Safe access to facilities: facility entry and exit points will be coordinated to minimize personal interaction and facilitate social distancing.
- Screening Procedures for students and staff – Students and staff will be required to verify that neither the student/staff member, nor anyone in their household, is experiencing or exhibiting symptoms of COVID-19.

### SANITATION

- Athletic facilities will be disinfected and sanitized per CDC guidelines, before, during and after all athletic activities, and at the end of each day.
- Equipment will be sanitized between each student's use. Disinfectant and paper towels will be provided at stations for athletes to clean equipment after each use.
- Should a positive case of COVID-19 be reported, the specific facility in which the individual was present will undergo additional cleaning in accordance with CDC guidelines.
- Hand sanitizer will be available throughout all facilities.

## REQUIREMENTS

- Staff will check-in and complete the COVID-19 symptom screening process each day.
- Staff will return home if they answered “YES” to any screening questions or if their body temperature exceeds 100°F.
- Staff and students will be required to wear a face mask.
- Staff and students maintain social distancing whenever applicable.
- Staff and students will use hand sanitizer before entering the facility, during workouts and when exiting the facility.
- All district policies will be followed if a positive case is confirmed.

# VIRTUAL LEARNING

## INTRODUCTION

Beaumont ISD's virtual learning option will follow the pace of BISD's scope and sequence in each content area. Students will be supported by certified teachers providing engaging instructional experiences while gaining the appropriate academic and social-emotional skills. Please note that the level of rigor, workload and expectations will be different from the distance learning plan implemented in Spring 2020.

## TRAINING

Both students and parents will receive online training covering:

- The effective use of a Chromebook in the form of an online learning scavenger hunt
- How to navigate Google Classroom to retrieve and submit assignments and connect with the teacher
- Zoom conferencing protocols
- How to use district programs and self-track progress in individualized pathways

## LEARNING

Students will be provided engaging instruction accessible through Google Classroom via uploaded videos and through Zoom conferencing which will include:

- Lesson videos which model concepts and provide guided practice and examples
- Links to additional online learning opportunities to support concept mastery
- Ongoing feedback from their teachers through assignments uploaded in Google Classroom
- Frequent opportunities for student discussion groups and collaborative learning opportunities
- Zoom virtual conference hours to connect with their teachers several times per week
- Utilization of district online programs for prescribed periods of time
- Use of provided hands-on instructional resources such as independent reading books, writing journals, and skills books
- Enrichment opportunities such as virtual field trips, career exploration, STEM activities, and more
- Students will be required to log into the virtual classroom each day for prescribed periods of time. Attendance will be tracked through Google Classroom submissions, attendance on scheduled Zoom meetings and through logging in and progressing through specific online activities
- The learning model will include a mix of learning opportunities that are synchronous (live teaching/conferencing) and asynchronous (video lessons and activities that can be accessed at the convenience of the student/parent during the school day)

## ACHIEVING

Student achievement and growth is critically important. Our students' success will be supported by:

- Goal setting opportunities and reflection on progress throughout the school year
- Celebrations of growth and skills mastery
- Weekly feedback regarding work submitted and achievement in online programs
- Opportunities for additional support through live tutorial sessions
- Parent connection opportunities where parents can receive virtual training on the skills being covered, social-emotional learning, and behavior management/time management strategies
- Virtual parent/teacher conferences

## VIRTUAL EDUCATOR REQUIREMENTS

### QUALIFICATIONS FOR BEING A 100% VIRTUAL TEACHER

Staff members who are interested in becoming a 100% Virtual Learning educator must meet or exceed the following qualifications:

1. Demonstrate high proficiency in quality teaching, lesson planning, providing engaging instruction and fostering success with students of all ability levels
2. Demonstrate high proficiency and passion in utilizing technology and tech applications to provide quality instruction. This includes, but is not limited to:
  - having a distinguished ability in using Google Classroom to connect with students, provide targeted and helpful feedback and push out and accept student assignments in a timely manner
  - meaningfully and appropriately using Zoom conferencing to connect with both students and parents on a regular basis for concept support, fostering student collaboration, parent training and conferencing
  - providing artifacts of high-quality video lessons presented by the virtual teacher applicant which contain key aspects of the lesson cycle with an emphasis on clear and engaging guided practice, probing questions, reflection opportunities and segue into independent practice opportunities
3. Demonstrate ability to manage paperwork for a significant virtual class roster including documentation, timely grading/feedback, emails to students and parents using correct grammar/

### WORK EXPECTATIONS OF 100% VIRTUAL TEACHERS

Selected Virtual Teachers will be assigned to one or more content areas for which they are certified, depending on the number of virtual students registered for each content area.

- Virtual Teachers will report to a designated campus each day and utilize their assigned classroom to prepare professional lesson videos and assignments, grade submitted work, complete required documentation and provide both asynchronous and synchronous learning opportunities for their students.
- Virtual Teachers will serve students from a variety of BISD campuses who opt for 100% Virtual Learning for the 2020-21 school year.
- Ongoing training for 100% Virtual Teachers will be provided by the Director of Professional Development, district instructional tech coordinators and content supervisors.

*Applications to serve as a virtual instructor will open starting July 22 for internal candidates only and will be available on the District's website. Position appointments will be announced the first week of August.*

# HEALTH AND SAFETY

## TRAINING

Staff, students and parents will be trained through a variety of methods including professional development, training videos and newsletters regarding:

All parties will be trained extensively on the following:

- COVID-19 Virus Transmission
- Proper hand washing/sanitizing
- Individual Campus Procedures
- COVID-19 Code of Conduct
- Proper use, disinfection and disposal of PPE (masks, gloves, face shields, hand sanitizer)

ALL parents and guardians must have viable contact information in TEAMS in case a student becomes sick at school.

## FACE MASKS/SHIELDS

Face masks or face shields are required in all BISD facilities by staff and students grades 4-12. BISD will not provide face masks or shields. If a student arrives at school without a face mask or face shield, the student will be considered out of dress code for purposes of the Student Code of Conduct. Students will not be allowed to board a school bus without a face mask or face shield. Should a student or staff member have a medical condition that prohibits the individual from wearing a mask or face shield, the District will provide a procedure to seek exemption from the mask/shield mandate. In addition, all students and staff are encouraged to use face shields as an alternative to masks.

## HEALTH SCREENING

### STAFF

Employees must self-screen for COVID-19 symptoms before coming onto campus each day, including taking their own temperature. If an employee exhibits symptoms or tests positive for COVID-19, the employee must remain off campus and immediately notify his or her supervisor. Employees must also report if they have come in close contact with an individual who is lab-confirmed with COVID-19. Employees will not be permitted to return to a BISD facility until the employee meets the District's re-entry criteria.

### STUDENTS

Parents must ensure they do not send a child to school if the child has a fever of 100.0 degrees or higher, COVID-19 symptoms or is lab confirmed with COVID-19. Parents will be responsible for screening student symptoms as currently TEA does not recommend regularly performing a forehead temperature check of otherwise healthy students. If a student begins to exhibit symptoms at school, the student will be isolated from other students until the student's parent or guardian can pick the child up from school. Students will not be permitted to return to school until the student meets the re-entry criteria in this guidance.

## **VISITORS**

In order to mitigate the spread of COVID-19, all BISD facilities are closed to the public. In the event business cannot be conducted remotely, individuals must call ahead and make an appointment. Once allowed on campus, the visitor must wear a mask/face shield.

Before entering a BISD facility, visitors will be required to attest they are not exhibiting symptoms of COVID-19 or are lab-confirmed with COVID-19. Any visitor that is exhibiting symptoms or are lab-confirmed positive for COVID-19 may not enter the campus until they meet the District re-entry criteria.

## **SOCIAL DISTANCING**

- All individuals must maintain a six-foot distance at all times, including at arrival and dismissal.
- Movement throughout the school day will be limited
- When possible, student desks will be placed six feet apart and students will be instructed to socially distance a minimum of six feet apart. As guidelines are released from the state, classroom furniture will be rearranged to maximize individual space.
- Social distancing and protective measure signs will be placed at entrances and throughout the building (walls, floors, hallways, restrooms, cafeterias, seats and chairs, common areas and other areas deemed necessary).
- Occupancy limit signs will be placed at restroom entrances.
- Facilities will rearrange furniture in meeting rooms and other common areas to promote social distancing.

In order to more efficiently socially distance, each campus will develop a plan for entry, exit and transition procedures that reduce large group gatherings in close proximity, including possible modified block scheduling. Individual campus plans will be located on the campus's website.

# OPERATIONS

## **SANITATION PROTOCOLS**

- Throughout a campus, all frequently-touched surfaces will be cleaned regularly.
- All frequently-touched surfaces will be sanitized in each classroom between use by different groups.
- Disinfectant spray and towels will be provided to each classroom and other common areas. Students will be encouraged to sanitize their work space at the beginning and end of each use, as developmentally appropriate.
- All surfaces will be treated with government-approved disinfectants.
- Sneeze guards/shields will be placed at all front counters to school entries.
- When feasible, windows in facilities will be open in order to improve air flow. Interior doors will remain open to allow more air circulation.
- Hand sanitizer will be available at each entrance to BISD facilities, on all buses, in the cafeterias, in every classroom and strategically throughout all campuses.
- Restroom hand dryers will be deactivated and replaced with towel dispensers.
- In restrooms, every other sink and urinal will be covered to follow social distancing guidelines.

All students will be encouraged to engage in frequent hand washing and hand sanitizer use throughout the day.

## **CUSTODIAL SERVICES**

- Appropriate PPE will be used by custodial staff (masks, gloves, eye protection, paper suits, etc.).
- Staff will be trained in proper use and disposal of PPE, cleaning and sanitizing.
- Staff will be required to follow social distancing guidelines set forth by the District.

## **DISINFECTING**

- Custodians will clean and disinfect high-traffic areas throughout the day, especially after students transition to other areas of the facility. Deep cleaning and disinfecting will also occur after school.
- High-touch and frequently-touched areas will be disinfected regularly. These areas include: door knobs, handrails, water fountains, tables and countertops, restrooms, break rooms, locker rooms, towel dispensers, refrigerator handles, microwave doors, faucets and shared equipment (computers, supplies, etc.).
- The cafeteria area will be disinfected between lunches.
- Electrostatic disinfectant sprayers will be used to assist in disinfecting frequently-touched areas, gymnasiums, weight rooms, dressing rooms, restrooms, classrooms, buses and other common areas.
- Sanitizing protocol after COVID-19 confirmed positive: The District will close the area, classroom or facility for the period of time needed to deep clean and disinfect surfaces. Once disinfected, the area will open. No facility will be closed longer than five days for cleaning. In the event of widespread cases, a remediation company will be contacted to deep clean and disinfect.

## TRANSPORTATION

The goal of the District is to ensure that all students are transported safely to and from school.

- Students and staff will be required to wear masks and use hand sanitizer upon boarding and exiting the bus.
- When weather permits, the windows on the bus will be open in order to allow outside air to circulate in the bus.
- Buses will be thoroughly cleaned and disinfected after each use with a focus on high-touched areas such as bus seats, knobs and door handles.
- We strongly encourage families to drop students off, carpool or walk with their students to school to reduce possible virus exposure on buses.

## NURSING AND MONITORING STAFF

Nurses will be trained in proper protocols for screening and isolating possible cases. Schools will also establish a COVID-19 campus team to monitor protocols.

- Each campus will designate a COVID-19 contact person.
- Each campus will designate a separate isolation area for staff/students showing COVID-19 symptoms. If multiple individuals are exhibiting symptoms, they will be sequestered in separate areas.

Visits to the nurse's office will be limited to those students under her care. Any student demonstrating symptoms of COVID-19 will be treated in a separate triage area. All other non-threatening issues will be handled in the classroom. The nurse's office restroom will be used only by those who are under the nurse's care.

## MEALS

The District will provide all students with a nutritious meal as safely as possible.

- Students that are on campus will eat meals either in their classroom or in the cafeteria. This is determined on whichever method is deemed appropriate to meet safety measures and social distancing guidelines.
- Students will still go through the cafeteria line while maintaining social distancing. Floor decals will be in place in meal lines to assist students with maintaining their distance from each other.
- Students that are virtual learners will have access to meals through a curbside/grab-n-go style at BISD campuses.
- Meals will be provided to virtual learners with proper verification of Student ID. This will be required for meal pick up whether the student is present or not.
- No-touch identification will be used for students to identify themselves in the lunch line.
- Potable water in pre-filled cups will be available for students as water fountain use will be minimized.
- Hand sanitizers will be set up in the cafeteria and at all entrances and exits.
- Social distancing will be enforced while in line and when seated while dining.
- Each campus will schedule their meals in regards to their campus needs considering social distancing guidelines.
- If a student selects to bring their own lunch, that meal must come to school with the student. Parents will not be allowed to visit campuses, bring lunches or eat with their students. All cafeteria staff will wear proper PPE.

# WHOLE CHILD

## **INTRODUCTION**

The mission of Beaumont ISD is to support every aspect of our students, including going beyond academic performance. Through collaboration, program innovation and intentional professional development, BISD will nurture the needs of the individual child so they may thrive as a student. Through the Connections MATTER campaign, BISD is placing emphasis on the importance of relationships with students and families. As we transition into the 2020-21 school year, programs will be in place to ensure that our students are healthy, safe and supported.

## **MENTAL HEALTH AND WELLNESS**

- Social-emotional learning curriculums and activities are available for all grade levels.
- Teachers and staff will be trained on mental health first aid to ensure that students needs are identified.
- When there is a concern about the wellbeing of a student, beyond academic performance, staff will refer that student to the campus counselor for support. If outside intervention is deemed beneficial for that student, parents/guardians will be given information about community resources to support child wellness.
- Campus Based Support: Guidance Counselors, LPC, LSSP, interventionists
- Referral Based Support: Community in Schools Clinical Team, Spindletop Center, Samaritan Counseling Center

## **TRAUMA SKILLED APPROACH**

BISD is committed to creating an environment where every student feels safe and supported. Instruction and learning will be informed and responsive to the complex needs of students, especially those affected by trauma.

- Staff will engage in targeted professional development to adopt teaching that is trauma informed.
- Systemic shifts will be made to place relationships on the forefront of our practice.
- Utilization of restorative practice will continue to guide BISD's approach to discipline.

## **SUPPORTING FAMILY NEEDS**

Community resources to assist families with basic needs can be found on the Guidance and Counseling page on the district website.

## **OUTREACH**

Campuses will create outreach teams to support students and families with staying connected to school in both instructional models. Outreach teams will work with teachers to ensure that students participating in virtual learning are engaged and connected.

## **RESTORING SCHOOL COMMUNITY**

Supporting back-to-school transitions:

- Teachers and staff will guide and comfort students as they acclimate to the new school experience.
- We encourage families to participate in any community building initiatives that their child's school develops. While these may look different than in the past, it is the commitment of the campus and district to rebuild and maintain a positive school-to-home community.
- Behavioral expectations aligned with new building protocols will be clearly communicated to students through CHAMPS and the Student Code of Conduct.

# RE-ENTRY PROTOCOLS

## STUDENT RE-ENTRY PROTOCOLS

### LAB-CONFIRMED POSITIVE CASE

Any student who has tested positive for COVID-19 must notify the campus principal/nurse/assistant principal/COVID-19 Coordinator and will not be allowed to return until the student meets the conditions for re-entry below:

- at least three days (72 hours) have passed since recovery (resolution of fever without the use of fever-reducing medications);
- The student has improvement in symptoms (e.g., cough, shortness of breath); and
- at least ten days have passed since symptoms first appeared.

### SYMPTOMS WITHOUT LAB-CONFIRMED POSITIVE

Any student who has symptoms of COVID-19 not normal for the student, (see symptom list in definition section), must notify the principal/nurse/assistant principal/COVID-19 Coordinator and will not be allowed to return until the student meets the conditions for re-entry below:

- at least three days (72 hours) have passed since recovery (resolution of fever without the use of fever-reducing medications);
- the student has improvement in symptoms (e.g., cough, shortness of breath); and
- at least ten days have passed since symptoms first appeared.

OR

If a student has symptoms that could be COVID-19 and wants to return to school before completing the above stay-at-home period, the student must either:

- obtain a medical professional's note clearing the student for return based on alternative diagnosis; or
- receive two separate confirmations at least 24 hours apart that they are COVID-19 free via acute infection tests at an approved COVID-19 testing location found at <https://tdem.texas.gov/covid-19/>

### HEALTH DEPARTMENT DETERMINES CLOSE CONTACT WITH LAB-CONFIRMED POSITIVE

Any student who is determined by the health department to have close contact with an individual lab-confirmed with COVID-19 may elect to transition to virtual learning in order to self-isolate in accordance with the recommendations from the health department. Close contact is defined by the health department and Beaumont ISD will not make determinations regarding close contact or exclusion of students from school.

### NOTICE PROCEDURES

Upon receipt of information that a student has symptoms of COVID-19, has a lab-confirmed positive test of COVID-19, or has had a close contact with COVID-19, the principal/nurse/assistant principal/COVID-19 Coordinator must immediately complete the COVID-19 reporting form and contact Human Resources in order to allow for collaboration with the health department to secure staff and student safety.

As a reminder, unless required by law, staff will not disclose the identity of any student with COVID-19 symptoms or a confirmed diagnosis.

## OPERATIONAL RESPONSE

- 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, unless more than 3 days have already passed since that person was on campus.
- Notice will be provided via call-out, social media and email to all teachers, staff and families of all students in a school if a lab-confirmed COVID-19 case is identified among students, teachers or staff who participate in any on-campus activities
- Closure for cleaning cannot exceed five days

## COVID-19 SYMPTOMS

Feeling Feverish	Temp. greater than or equal to 100°F
Loss of taste or smell	Cough
Difficulty breathing	Shortness of breath
Headache	Chills
Sore throat	shaking or exaggerated shivering
Significant muscle pain or ache	Diarrhea

Close contact is defined and determined by the local health department. Beaumont ISD does not have the authority to determine whether or not close contact occurred.

Individuals are presumed infectious at least two days prior to symptom onset or, in the case of asymptomatic individuals who are lab-confirmed with COVID-19, two days prior to the confirming lab test.

## STAFF RE-ENTRY PROTOCOLS

### LAB-CONFIRMED POSITIVE CASE

Any employee who has tested positive for COVID-19 must notify his/her supervisor and will not be allowed to return until the employee meets the conditions for re-entry below:

- at least three days (72 hours) have passed since recovery (resolution of fever without the use of fever-reducing medications);
- The employee has improvement in symptoms (e.g., cough, shortness of breath); and
- at least ten days have passed since symptoms first appeared.

### SYMPTOMS WITHOUT LAB-CONFIRMED POSITIVE

Any employee who has symptoms of COVID-19 not normal for the employee, see symptom list below, must notify his/her supervisor and will not be allowed to return until the employee meets the conditions for re-entry below:

- at least three days (72 hours) have passed since recovery (resolution of fever without the use of fever-reducing medications);
- the employee has improvement in symptoms (e.g., cough, shortness of breath); and
- at least ten days have passed since symptoms first appeared.

OR

If an individual has symptoms that could be COVID-19 and wants to return to the worksite before completing the above stay-at-home period, the individual must either:

- obtain a medical professional's note clearing the student for return based on alternative diagnosis; or
- receive two separate confirmations at least 24 hours apart that they are COVID-19 free via acute infection tests at an approved COVID-19 testing location found at <https://tdem.texas.gov/covid-19/>

### HEALTH DEPARTMENT DETERMINES CLOSE CONTACT WITH LAB-CONFIRMED POSITIVE

Any employee who is determined by the health department to have close contact with an individual lab-confirmed with COVID-19 must notify his/her supervisor immediately and must remain off campus until the 14-day incubation period has passed. Close contact is defined by the health department and Beaumont ISD will not make determinations regarding close contact.

### NOTICE PROCEDURES

Upon receipt of information that an employee has symptoms of COVID-19, has a lab-confirmed positive test of COVID-19, or has had a close contact with COVID-19, supervisors must immediately complete the COVID-19 reporting form and contact their Human Resources Manager who will work with the health department with regard to the District's response. Employees should contact the Benefits Coordinator with COVID-19 related absence/leave questions.

As a reminder, unless required by law, staff will not disclose the identity of any staff member with COVID-19 symptoms or a confirmed diagnosis.

# EMPLOYEE PROTOCOLS

## INTRODUCTION

For the 2020-21 school year, we will continue to emphasize that EVERY MOMENT MATTERS. Success this school year will require all faculty and staff to be committed to the health and safety of our students, co-workers and community. As always, in accordance with the orders of the governor and TEA, and after consultation with health and safety officials, Beaumont ISD is resuming school for the 2020-21 school year utilizing two different instructional models: on-campus learning and virtual learning. Implementation of these education platforms will require all members of the BISD staff to maximize efficiency and come to work fully prepared to serve the students of BISD.

## DIRECTIVE TO RETURN

Employees will return to normal operations with additional social distancing and sanitization protocols in accordance with the District's duty day calendar located online in the staff portal. An employee who believes he or she qualifies for leave under the Families First Coronavirus Response Act (FFCRA) or other Beaumont ISD approved leave (see Board Policy DEC and DECA) should contact Human Resources. Failure to report to work without being on an approved form of leave may result in disciplinary action up to and including termination of employment.

## EMPLOYEE SUPPORT

All employees will receive training on cleaning and disinfection, hand hygiene and respiratory etiquette.

BISD will supply all classroom teachers with a face mask and face shield cleaning supplies including commercial grade virex in order to facilitate frequent cleaning between classes and uses. Students will also receive instruction and assist teachers in cleaning their own spaces before and after they are used, in ways that are safe and developmentally appropriate.

## LEAVE INFORMATION

Beaumont ISD staff safety and health is a top priority. While all employees are required to report to their assigned duty station in accordance with the District's duty day calendar, should the employee be impacted by COVID-19 below is a summary of the employee's options for leave.

Scenario	Subject to quarantine or isolation order	Positive COVID	Advised to Self-Quarantine with Med. Cert.	Exposed to Positive COVID Seeking Medical Care	Medically Fragile w/ Med. Cert. to Isolate	Care for Child Without Childcare	Care for COVID Positive	Care for Medically Fragile w/ Med Cert. to Quarantine	Fear of COVID
EPSL FULL									
EPSL 2/3									
EFML									
FMLA				†					
TDL				†					
State/Local*									

Note: If employee is eligible for telework, appropriate leave (EPSL full, EPSL 2/3, EFML) is not available  
 \* used in accordance with District Policies and Regulations.

## LEAVE DEFINITIONS

### EMPLOYEE PAID SICK LEAVE (EPSL) FULL

- Expires December 31, 2020
- Everyone is eligible
- 80 hours paid leave capped at \$511/day
- Part-time: average hours worked over two-week period

### FAMILY MEDICAL LEAVE (FMLA)

- 1,250 work hours in past 12 months required for eligibility
- 12 weeks unpaid leave
- Employer responsible for employer portion of health insurance; employee responsible for employee portion of health insurance

### Expanded Family Medical Leave (EFML/FMLA+)

- Expires December 31, 2020
- Any employee on payroll for 30 calendar days (days as temp employee count, NOT sub list) is eligible
- Provides 1-12 weeks of COVID-19-related leave
- Weeks 1-2 unpaid (or EPSL may be utilized if applicable)
- Weeks 3-12 paid at 2/3 rate of pay capped at \$200/day
- Prior FMLA leave counts against entitlement

### EMPLOYEE PAID SICK LEAVE (EPSL) 2/3

- Expires December 31, 2020
- Everyone is eligible
- 80 hours paid leave at 2/3 rate of pay capped at \$200/day
- Part-time: average hours worked over two-week period

### TEMPORARY DISABILITY LEAVE (TDL)

- Must be in a position that requires SBEC certification
- 180 days concurrent leave
- Employee responsible for both employer and employee portions of health insurance

### STATE AND LOCAL LEAVE

- 5 days State/5-7 days Local
- Must be used according to Board Policy DEC (LOCAL) and Employee Handbook
- Discretionary use of leave shall not exceed five consecutive workdays.
- If absent more than three consecutive workdays due to personal illness or illness in immediate family, must provide medical certification of the need for leave.

# FAQ

## ACADEMICS

### **Can a parent choose to keep their child home and continue virtual learning?**

Yes, parents will have the option for their student(s) to participate in a virtual platform for the school year.

### **Is my child required to attend school each day?**

Per Texas Education Code (TEC) 25.092, students must attend 90% of the days a course is offered in order to be awarded credit for the course and/or to be promoted to the next grade. This requirement remains in force during the 2020-21 school year regardless of the selected mode of instruction. Attendance for students will be taken daily for both on-campus and virtual instruction.

### **Will my child be required to take the STAAR assessment(s)?**

All academic and state or local assessment requirements must still be met by virtual and on-campus students.

### **If I choose the virtual learning instead of on-campus learning, and I decide that I don't like the virtual platform, can my child change to on-campus instruction?**

Students are eligible to transition between virtual and on-campus learning at the end of each grading period. A form will be available that parents must complete prior to the end of the grading period in order to change their learning option selection.

### **Can I choose virtual learning for one child and on-campus learning for another child?**

Yes, parents can elect between virtual and on-campus based upon the needs of each individual student.

### **I don't have internet access. Will paper packets be available for at-home learning?**

No. There will be no paper packets available for at-home learning; however, Beaumont ISD will work with eligible students to provide the technology needed to participate in virtual learning.

### **If I choose virtual instruction for my child's education and they have to take the STAAR test, will they be able to test at home?**

Beaumont ISD is required to comply with the testing requirements established by the Texas Education Agency (TEA). Currently, TEA has provided no option for administration of the STAAR test at home.

### **How will students enrolled in virtual learning be graded?**

The District's standard grading policy will apply to all instructional models and all grades will be used in calculating student grade point average and class rank.

## WHOLE CHILD

### **What is the Whole Child?**

The whole child as a learner encompasses cognitive, physical, behavioral, social and emotional needs. A wholesome approach to learning, teaching and community engagement includes blending all of the student's environments.

### **How can I get mental health support through my child's school?**

Campuses will provide mental health support through guidance counselors, interventionists and licensed school counselors. School staff will also be trained in mental health first aid. Some campuses will house Communities in Schools, an organization that offers clinical counseling to students in need. Information and assistance to facilitate referrals to local mental health centers will also be available.

### **I need assistance with basic household needs. What resources are available to me?**

Our community has many organizations devoted to supporting children and families. Please see the BISD Guidance and Counseling Resource Guide on the BISD Guidance Department webpage.

### **How are teachers going to be responsive to my child's needs beyond academics?**

Ongoing teacher training will prepare staff to meet all of their student's academic, social and emotional needs. Professional development will be relevant to the unique needs of our students and families during this complex time.

### **I want to communicate with my child's school, but I receive too many phone calls...**

Campuses will work together to ensure that communication between home and school is efficient and meaningful. We encourage parents/guardians to reach out to student's teachers with any questions or concerns. Additionally, campuses will work with families opting for virtual learning to maintain the child's connection to the greater school community. Outreach teams will offer targeted support for students and families struggling to stay connected.

### **My child is going to be scared and confused on the first day of school. What are schools going to do to help with the transition back?**

All staff in BISD are committed to making our students feel safe and supported during this unprecedented transition. As a school community, we will communicate clear protocols with families and use classroom and campus-wide programs to create a positive and nurturing environment.

### **I am opting to do virtual learning and keep my child home. What tools are available for parents/guardians to support virtual learning?**

BISD will maintain strong connections and supports for our families of virtual learners by providing strategies and tools to make virtual learning more successful. Through social media and the district website, we will share tips and resources to help parents create the best learning environment at home.

## EMPLOYEE PROTOCOLS

### **If I am diagnosed with or exposed to COVID-19 am I required to use my personal leave to be absent?**

If an employee is diagnosed with COVID-19 or ordered to self-isolate due to exposure by a physician or the health department, the employee will likely be eligible for Employee Paid Sick Leave (EPSL). EPSL provides employees 80 hours of paid leave capped at \$511/day. If the employee is required to self-isolate for longer than 80 hours, the employee would likely qualify for Family Medical Leave, which provides 12 weeks of job protected unpaid leave with the District continuing its contribution to the employee's health insurance. Board policy DEC (Local) provides that employees state and local leave is required to run concurrent with Family Medical Leave.

### **Can I elect to perform my duties virtually?**

Employees can request a virtual assignment; however, virtual assignments will be made based upon the most qualified candidate to conduct virtual education in order to provide our students with the best educational experience possible. Should an employee require a virtual assignment to accommodate an illness, the District will review the employee's job description and determine whether it can provide a reasonable accommodation.

### **Will there be a cap with regard to use of personal leave?**

Personal leave must be used in accordance with the District's leave policies and regulations. Board Policy DEC (Local) provides that discretionary leave cannot be used for more than five days consecutively and is subject to approval by the employee's supervisor. In addition, if an employee is absent due to illness for more than three consecutive days, the employee must supply medical documentation to substantiate the absence.

### **Will teachers be responsible for cleaning their classroom?**

In addition to more frequent cleanings by the janitorial staff, all employees will be provided virex to sanitize their classrooms and supplies between use. In addition, students will be instructed and required to perform age-appropriate sanitization of their workspace and supplies used.

### **If a teacher is diagnosed with COVID-19, but not exhibiting symptoms can the teacher continue providing instruction virtually?**

If the teacher is determined to be eligible to telework, the employee may be able to continue instructing from home and may not be required to take EPSL or personal leave. Eligibility to telework will be made on a case by case basis depending upon the curriculum, access to technology and number of students impacted.

## RE-ENTRY PROTOCOLS

### **If my child is determined to be exhibiting symptoms of COVID-19 while at school, what will happen?**

The student's parent/guardian will be notified immediately. If the student is on campus, the student will be placed in an area away from other students/staff until they can be picked up.

### **If it is determined that someone in my child's classroom is COVID-19 positive, what will happen?**

1) The local health department will be notified, 2) any areas that are heavily used by the individual will be closed until disinfected, and 3) all teachers, staff and families of all students that participate in activities on the campus will be notified. In addition, all students in the class will be notified and parents can elect to transition to virtual learning for 14 days in order for their child to self-isolate.

# ADDENDUM: OTHER QUESTIONS

## HUMAN RESOURCES

### **1. If a student or an employee is in contact with someone who tests positive, will teachers need to quarantine? If so, do they lose 10-14 sick days?**

If the health department determines the employee was in “close contact” the health department will order the employee self-isolate for 14 days. Should this happen the employee will be eligible for Employee Paid Sick Leave under the Families First Coronavirus Response Act. EPSL provides employees 80 hours of paid leave capped at \$511/day.

### **2. How will immune-compromised teachers or students be affected? Will they be required to lose sick days if they test positive?**

Immune-compromised teachers will likely be eligible for EPSL, so long as a physician certifies the employee must self-quarantine. EPSL provides employees 80 hours of paid leave capped at \$511/day. If the employee is required to self-isolate for longer than 80 hours, the employee would likely qualify for Family Medical Leave, which provides 12 weeks of job protected unpaid leave with the District continuing its contribution to the employee’s health insurance. Board policy DEC (Local) provides that employees state and local leave is required to run concurrent with family medical leave.

### **3. If a teacher’s child needs to quarantine will the educator parent be required to use their sick days?**

Should an educator be required to stay home to care for his or her child in quarantine, the employee will likely be eligible for EPSL, which provides 80 hours of paid leave when an employee is caring for an individual who is subject to a quarantine or isolation order. When on leave to care for another EPSL provides the employee 2/3 their daily rate of pay capped at \$200/day.

### **4. For someone who has health issues has an office/classroom with no windows and poor ventilation, wearing a mask all day will be impossible. What options will they have to maintain their full-time status?**

Masks are not required when an employee is in an office or classroom by themselves. Masks are only mandated with in close contact with other people. In addition, the District strongly recommends employees utilize face shields for both comfort and protection.

### **5. Will there be a cap on sick day usage for older teachers who have accumulated more than 50 days? 75? 100?**

Sick leave must be used in accordance with the District’s leave policies and regulations. Board Policy DEC (Local) provides that discretionary leave cannot be used for more than 5 days consecutively. In addition, if an employee is absent due to illness for more than 3 consecutive days, the employee must supply medical documentation to substantiate the absence.

### **6. If students are allowed the option to stay home, can teachers who are compromised, or live with someone compromised, also opt to teach from home?**

Employees can request a virtual assignment; however, virtual assignments will be made based upon the most qualified candidate to conduct virtual education in order to provide our students with the best educational experience possible.

### **7. If we aren’t comfortable going to school to teach once plans are laid out in our district, can we opt to do so remotely?**

Employees can request a virtual assignment; however, virtual assignments will be made based upon the most qualified candidate to conduct virtual education in order to provide our students with the best educational experience possible.

### **8. If students are allowed the option to stay home, can teachers who are compromised, or live with someone compromised, also opt to teach from home?**

Employees can request a virtual assignment; however, virtual assignments will be made based upon the most qualified candidate to conduct virtual education in order to provide our students with the best educational experience possible. Employees with a serious medical condition may be eligible for leave.

**9. If teachers have children in other districts that choose different models of school with split sessions or etc. how would that be handled? What accommodations will be made for educators/their families?**

All public school districts statewide are required to provide face to face learning on all school days. As such, all employees have an option to send their students to attend school in person. In addition, BISD teachers are welcome to enroll their children in BISD schools so they have the same schedules and programs.

**10. How will teacher evaluations be handled?**

Currently TEA is not providing a waiver with regard to mandatory evaluations. As such, all teachers will be evaluated in accordance with T-TESS standards.

**11. Will there be additional teacher/staff lounges available so that adults can also be distanced while eating?**

Teachers will be highly encouraged to eat in their classrooms in order to maximize social distancing. Staff without an assigned classroom will be provide appropriately socially distanced areas to eat lunch. All employees will be provided a 30 minute duty free lunch.

**12. Will schools be hiring more school nurses, custodial staff, and counselors?**

We will conduct a needs assessment when school convenes to determine if additional staff is needed and make adjustments as is feasible and appropriate.

**ACADEMICS**

**1. How will social distancing work in classrooms with more than 10-15 students?**

Students will socially distance as much as possible in all classroom. We recognize that staying six-feet apart in some classroom will not be possible; however, any student that is uncomfortable attending in-person may attend virtually and all staff will be issued face shields and may wear any PPE they elect, so long as it does not diminish the quality of instruction. The District is also committed to capping class sizes at 22 at the elementary level and 25 at the high school level. Elementary has a smaller cap due to classroom sizes and more students that will not be wearing face masks due to their age.

**2. What happens to fire drills? Active shooter drills? Evacuation drills? These are done multiple times per month and require close proximity.**

The aforementioned drills are mandated by statute. Currently TEA has not provided a waiver to conduct these drills. We expect TEA will issue guidelines in the future for how to approach the mandatory drills for school districts. However, to date no guidance has been received and the District will comply with the statutory mandate while also implementing social distancing to the best of our ability.

**3. The guidelines recommend keeping doors propped open. Will Covid precautions overrule active shooter precautions?**

Currently school districts have received no guidelines on what will be expected. Should an active shooter situation arise, protocols will be implemented to ensure student safety.

**4. What safety measures will be put in place for non-teaching staff such as school counselors? Our offices are not large enough for social distancing**

All employees and students will be required to wear face masks and shields. In addition, employees can make arrangements to meet with students/parents/teachers in larger conference rooms on individual campuses.

**5. What will the protocol be a classroom with no sink and the requirement to monitor bathroom numbers in situations where many students share a single bathroom?**

Bathrooms will be frequently cleaned and sanitized.

**6. We have class sets of textbooks for a lot of our courses, how is the sharing/cleaning of shared resources being handled? (Desks, books, pencil sharpeners, art supplies etc)**

Supplies that do not have to be shared e.g. pens, pencils, sharpeners should not be shared.

**7. What about Art teachers-how do we share supplies? Even if teachers have to divide up the supplies they will need a bigger budget to ensure each child gets all supplies AND storage for each class/child's materials.**

Teachers will need to modify the lessons so that students utilize personal supplies kept in their own labeled supply bags. Campuses can also fund some of the supply items to take the burden off parents if needed.

**8. When it comes to younger students, our curriculum is play-based and hands-on. How will play-based learning work? (Blocks, games, manipulatives, puzzles, kitchen, puppets, play-doh, cars, etc) Also, who will be required to clean all these? And how often?**

Shared items should be minimized when possible. If necessary for instruction, shared items should be sanitized between use.

**9. How should science labs be handled?**

Students will socially distance to the greatest extent possible and the lab will be sanitized between groups.

**10. If students pretend to cough or sneeze on each other or a staff member, how should this be handled at a disciplinary level?**

Each situation will be handled on a case by case basis by the campus administration dependent upon the facts. Students that make light of the seriousness of COVID-19 will face disciplinary consequences.

**11. What happens when parents choose to homeschool their child(ren) and then enroll after the deadline?**

Beaumont ISD is open enrollment. Any student that wishes to enroll for either virtual or face to face learning is eligible for enrollment.

**12. What if a teacher or assistant needs to use Crisis prevention intervention (CPI) with a student?**

Employees will be permitted to physically touch students when necessary to protect a students health or safety.

**13. What about teachers, staff, or students in behavioral rooms?**

Employees will be permitted to physically touch students when necessary to protect a students health or safety.

**14. What will be the protocol for Pre-K and special educators? They provide playtime, reading time, and also toilet training. What will be the transition for these types of classes?**

Educators working with young and disabled children will social distance students to the best of their ability, and will implement the use of visual cues for appropriate spacing. E.g. airplane arms for transition etc. In addition, scheduling will include consideration for student spacing during these activities. Teachers/staff will be trained on the importance of wearing appropriate masks as well as sanitizing protocols.

**15. Many educators and support staff travel between schools. How will this be handled?**

The District will limit travel between campuses when possible; however, when travel is required social distancing will be implemented and employees will not be permitted to ride in a district vehicle together.

**16. If split sessions are used to help with social distancing/decrease class sizes, will the minimum number of hours be waived to count a half-day of instruction? For example, if a half-day is 4 hours and one group of students attends in-person morning session while a different group attends the afternoon session, that will go past the normal contractual teaching hours.**

TEA has mandated that all public schools provide full-day, in-person instruction.

**17. How will events like Back to School Night and parent-teacher conferences be handled?**

All employees are encouraged to utilize virtual meetings when possible.

**18. What about specialists who teach every child in the school or multiple schools? How can we safely teach hundreds of students each week?**

Employees that interact with large numbers of students should be hyper diligent with regard to personal hygiene, wearing a face shield, and social distancing. The District will take measures to minimize the number of students assigned to staff measures in all ways possible.

**19. If teachers are in class instructing students all day, who is responsible for online instruction for the students whose parents choose to keep them home?**

Individual teachers will be designated as virtual teachers only.

**20. How will grading work (especially if some students remain at home)? Online assessments vs in-person assessments are entirely different.**

TEA mandates that the same grading policy must apply to both virtual and in-person instruction. The Virtual Learning option will be structured differently than the online learning that occurred during the closure in March. Teachers will push out assignments through Google Classroom and students will submit work through the platform. Grading/feedback will occur through Google Classroom as well. Additionally, students will have specific online learning programs to log into throughout the week that provide progress reports and achievement tracking options.

**LEGISLATIVE/LEGAL**

**1. Will the state attendance laws be changed so students/families aren't compelled to come to school sick?**

Students are not compelled to come to school sick--under the current guidance students and employees that have a lab-confirmed positive test for COVID-19 or are exhibiting symptoms of COVID-19 are prohibited from attending school. That said, currently the State Legislature and Commissioner of Education have not waived the 90% attendance law. Instead, school districts are expected to provide virtual instruction or make-up any minutes missed as a result of COVID-19.

**2. Will teachers need to sign a waiver to work?**

No, all staff members will be presented with a document outlining the District's expectations for their performance and response to COVID-19. Employees will sign this document and return. The document does not include a "waiver."

**3. Will students sign a waiver protecting teachers/administrators in the event a student gets sick while in their class?**

No, pursuant to the Texas Tort Claims Act any school district employee that is operating in the course and scope of their employment and utilizing discretion is entitled to sovereign immunity, with the exception of negligent operation of a motor vehicle and excessive use of force in discipline. Because employees and the District are entitled to immunity, a waiver is not necessary. Moreover, because students can elect to attend school virtually, any student that enrolls face to face is voluntarily assuming the risk of exposure.

**4. Do families need to sign waivers of disclosure if they've been exposed, tested, results? Do we violate privacy laws by asking?**

No.

**5. Is it possible that for the duration of the pandemic state testing is suspended and the monies school districts allot for testing be diverted to funding district readiness?**

Currently there are no waivers for state assessments.

**6. Will districts be provided the funds to hire more teachers so that there will be enough “manpower” to teach both in-person and remote classes?**

Currently the Texas Legislature nor TEA have provided for supplemental funds for personnel. We will have two learning options for parents -- one being a fully virtual option that will have teachers specifically providing that instruction. Face-to-face teachers will have their typical class rosters and provide instruction to those students in class or remotely should a closure occur that would necessitate the class being at home for a specific time period.

**7. This is a quote from a state restart plan: “Staff roles will also have to expand to accommodate new health and safety regulations.” What exactly does this mean? Are we cleaning and disinfecting classrooms?**

All employees and students will be called upon to take additional precaution measures and frequently sanitize their work space and adjacent areas.

**8. And what exactly does this quote mean: “Instructional and non-instructional staff schedules may also include designated time to support school building logistics required to maintain health and safety requirements.” Does taking temperatures become a duty?**

Student temperatures will not be taken at school. All employees will be required to engage in self-screening and “pitch in” to ensure a clean and safe environment.

**FACE COVERINGS**

**1. Why are students given an option to not wear a mask? If students are required to wear a mask in retail stores (regardless of social distancing), why are schools different?**

In accordance with the Governor’s order, all students over the age of 10 will be required to wear a mask or face shield unless eligible for exemption due to a documented medical condition.

**2. Schools do not permit students to wear hats, hoods and the like because student identity is concealed; if students cannot be socially distanced, masks are required, for health reasons. Student faces are concealed which poses a safety issue within the dwelling.**

The Governor has mandated face coverings--we are encouraging all students and staff to consider wearing a face shield in order to limit concealing of the face.

**3. How will staff and student health be protected if students do not have a mask? If a student is not wearing a mask then will the teacher help that student from a 6-foot distance, as otherwise the teacher will be put at risk?**

All students over the age of 10 will be required to wear a mask or a face shield. Students under the age of 10 are highly encouraged to wear masks or face shields. In addition, employees are required to wear masks and face shields.

**4. Can teachers who have breathing issues use face shields in place of masks?**

Yes, face shields are encouraged.

**5. Will individual teachers be allowed to require that students wear masks in their classroom?**

All students over the age of 10 will be required to wear masks or face shields. Students under the age of 10 are highly encouraged to wear masks or face shields.

**6. Will teachers be provided with the necessary PPE? What about masks for unprepared students? Will we be provided with the necessary cleaning products?**

We are working to obtain face shields for all instructional staff; however, this has not yet been confirmed. Currently the District does not have access to adequate PPE to provide PPE to all staff and students every day. However, if a student does not have access to PPE the District will make every effort to provide the student PPE in order to maintain the student in the instructional environment.

**7. Will face shields be an acceptable face covering for students and staff?**

Face shields are highly encouraged and the District is working to procure face shields for all teachers.

**8. Will sign language interpreters be required to wear masks? Facial expressions and mouth morphemes are a big part of ASL; some students rely on lip-reading to support their understanding of sign language.**

Face coverings are required, face shields should be used to allow for appropriate interpretation.

**RESPONSE TO LAB CONFIRMED POSITIVE/SYMPTOMS**

**1. If a student tests positive, what does that mean for the rest of the students in the class?**

The District will notify the health department and the health department will determine if any of the students were deemed to come in “close contact” with the student diagnosed with COVID-19. If close contact occurred, the student will be advised by the health department to self-isolate. Per TEA, the student’s parents have the discretion to decide whether the student self-isolates for 14 days from the date of exposure and engages in virtual instruction or return to school.

**2. If a staff member or student comes down with a fever will they be required to get tested for COVID-19 and provide the school with documentation of the results?**

See Re-entry protocols section of this document.

**3. If a student on class tests positive, will teachers and families be told?**

Notice will be provided via call-out, social media, and email to all teachers, staff, and families of all students in a school if a lab-confirmed COVID-19 case is identified among students, teachers or staff who participate in any on campus activities

**OPERATIONS**

**1. What happens in buildings with no AC and no windows to open?**

While many schools do have windows to open, there are no schools without air conditioning to circulate air in the buildings. In addition, the transition guidance provides that school buses will operate with all windows open when weather permits.

**2. Who will be responsible for cleaning shared materials and supplies like computers?**

All employees will be provided virex to sanitize their classrooms and supplies between use. In addition, students will be instructed and required to perform age appropriate sanitization of their workspace and supplies used. Finally, the District’s janitorial staff will conduct frequent cleaning of high traffic areas and frequently touched surfaces.

**3. Who is going to pay for all the PPE and cleaning supplies? I imagine that when students leave a class the desks will have to be wiped down. Teachers spend an enormous amount of money every year on tissues, paper, pens, pencils, etc. Can they require students to have all of that even if they are Title 1?**

The District will supply all cleaning supplies necessary to maintain a sanitized learning environment.

**4. Some schools are not allowed to use things like Lysol; they are only supposed to use the district approved cleaner. (Which doesn’t seem to be on the list of cleaners that kills Covid) Will they be able to use every precaution in the classroom to clean surfaces including necessary cleaning agents?**

All employees will be provided virex to disinfect their classrooms. Due to safety precautions, employees will not be permitted to use cleaning supplies from home unless approved by their supervisor.

**5. Who is building the barriers between the students if there is not enough room to space them 6 feet apart.**

Social distancing will be implemented when possible. BISD will be providing plastic barriers in high traffic areas; however, barriers will not be built throughout facilities in order to avoid disruption in the instructional environment.

**6. What will be done for older buildings without air conditioning on hot humid days and the old radiators that blast lots of dry heat in the winter to accommodate those students and faculty members who are trying to breathe through a mask?**

All BISD buildings have air conditioning. We highly encourage students and staff to utilize face shields when they have respiratory concerns.

**7. Will there be temperature checks upon entry? What will happen with students who are sent to the nurse with fevers or other Covid-19 symptoms?**

No, current guidance discourages temperature checks of students that are not exhibiting symptoms. Employees are responsible for self-screening their symptoms and performing temperature checks at home before reporting to work.

Students sent to the nurse with COVID-19 symptoms will be removed to an isolation room until their parent or guardian can pick the child up from school.

**8. Will districts provide classrooms with amplification systems for hearing impaired students to hear their masked teachers? What about hearing impaired teachers who rely on lip-reading and will have a hard time hearing both students/staff who are wearing masks? How can these teachers be accommodated?**

Yes, we are currently acquiring amplification devices to help fulfill this need. In addition, we are working to obtain face shields for these teachers. Face shields allow for lip reading and also do not inhibit the volume of a speaking voice.

**9. Will there be specialized, paid training for staff to prepare before the first day of school for all these changes?**

All training will occur during the first three weeks of school when all students will attend school 100% virtual.

**10. What about staff bathrooms? Will someone be sanitizing them in between uses or will the staff members be required to do so?**

All bathrooms will be cleaned with greater frequency.

**11. Will there be an aide on every bus to monitor distancing and mask use, since the bus driver will be focused on driving?**

Aides will be provided when available, but not guaranteed.

**12. Will bathrooms have monitors to ensure only X number of children enter at a time?**

Restrooms will have capacity numbers listed to maximize social distancing. Schools will determine procedures for monitoring to ensure that students adhere to the capacity listed.

**13. Will fans and/or AC units be installed in all classrooms to ensure the air is circulating and the room stays at a decent temperature for those who are wearing masks?**

All classrooms in BISD are air conditioned. If an employee is uncomfortable, he or she is permitted to utilize a portable fan in the classroom.

**14. Will there be a nurse in the building every day?**

At some point during the school day, there will be a nurse on every campus.

**15. Will there be dual offices for nurses, one to handle Covid symptoms and another to handle first aid and other health issues?**

Yes, COVID-19 cases will be triaged in an isolation area.

## **WHOLE CHILD/LEARNING**

### **1. What about classes/grade levels that require close contact and collaboration for content and social-emotional development?**

For those implementing face-to-face instruction, additional training will be provided to support safety protocols during close contact or collaboration.

### **2. How will we address the mental health needs of our students in a safe and effective manner?**

The Whole Child section of the transition plan focuses on ensuring that the social/ emotional well being of our staff and students are addressed. We are coordinating with community resources to provide mental health support to those students who need it, either in person or via online supports. We are additionally embedding social emotional learning components within the English Language Arts and Reading curriculum at all grade levels.

### **3. Will there be an option for parents to continue remote learning (following the school academics)?**

Yes, all students enrolled in BISD during the 2019-2020 school year will be eligible to participate in a virtual educational platform.

## **EXTRACURRICULAR**

### **1. Will we be following guidelines provided by groups like EdTA (International Thespian Organization) for activities like theater and band?**

BISD will follow the guidance promulgated by UIL.

## **MISCELLANEOUS**

### **If a teacher tests positive for COVID-19 are they required to quarantine for 2-3 weeks? Is their sick leave covered, paid?**

Please see re-entry protocols in this document.

### **If that teacher has 5 classes a day with 20 students each, do all 100 of those students need to then stay home and quarantine for 14 days?**

The District will notify the health department and the health department will determine if any of the students were deemed to come in "close contact" with the student diagnosed with COVID-19. If close contact occurred, the student will be advised by the health department to self-isolate. Per TEA, the student's parents have the discretion to decide whether the student self-isolates for 14 days from the date of exposure and engages in virtual instruction or return to school.

### **Do all 150 of those students now have to get tested? Who pays for those tests? Are they happening at school? How are the parents being notified? Does everyone in each of those kids' families need to get tested? Who pays for that?**

Reentry protocols only apply to students and staff that are lab confirmed positive for COVID-19 or exhibiting symptoms of COVID-19 that are not normal for that individual. As such, students that are exposed to a lab confirmed case are not required to be tested. Notice will be provided via call-out, social media, and email to all teachers, staff, and families of all students in a school if a lab-confirmed COVID-19 case is identified among students, teachers or staff who participate in any on campus activities

### **What if someone who lives in the same house as a teacher tests positive? Does that teacher now need to take 14 days off of work to quarantine? Is that time off covered? Paid?**

Should the health department determine the employee was in close contact with a lab confirmed positive, in this case the same household so likely, the employee is required to self-isolate for 14 days. So long as the employee is subject to an isolation order from the health department or physician, the employee will be eligible for EPSL, which provides employees with 80 hours of paid leave capped at \$511/day.

### **Is the district going to find a way to pay more to substitute teachers if they have to work in a classroom full of exposed, possibly infected students?**

Currently funds are not budgeted to increase substitute pay. Substitute pay was increased during the 2019-2020 school year.

**Substitutes teach in multiple schools. What if they are diagnosed with COVID-19? Do all the kids in each school now have to quarantine and get tested? Who is going to pay for that?**

The District will notify the health department and the health department will determine if any of the students were deemed to come in “close contact” with the substitute diagnosed with COVID-19. If close contact occurred, the student will be advised by the health department to self-isolate. Per TEA, the student’s parents have the discretion to decide whether the student self-isolates for 14 days from the date of exposure and engages in virtual instruction or return to school

**What if a student in your kid’s class tests positive? What if your kid tests positive? Does every other student and teacher they have been around quarantine? Do we all get notified who is infected and when? Or because of HIPAA regulations are parents and teachers just going to get mysterious “may have been in contact” emails all year long?**

The District will notify the health department and the health department will determine if any of the students/employees were deemed to come in “close contact” with the student diagnosed with COVID-19. If close contact occurred, the student/staff member will be advised by the health department to self-isolate. Per TEA, the student’s parents have the discretion to decide whether the student self-isolates for 14 days from the date of exposure and engages in virtual instruction or return to school. If a staff member comes into close contact, the staff member is required to self-isolate for 14 days. When a positive case occurs, the District will provide as much detail about the when and where the infected individual was on the campus without revealing the individual’s identity.