



Core Principles Regarding Safe School Buildings

We, as teachers and school staff, recognize the obligation to educate our students, and recognize the benefits of in-person learning when compared to remote learning. For districts unable to provide in-person learning in a safe manner, we believe distance learning should be followed until such time physical re-entry is safe for the entire school community. Dual instruction, teaching to in-person and remote students at the same time, is not an appropriate solution.

No school shall operate at a capacity that does not allow it to meet the standards below. Connecticut state officials shall assure that every district, regardless of economic status, has all the resources necessary to comply with these requirements, and with all additional requirements set forth in current Department of Education (SDE) policy:

1. All schools shall establish a joint labor/management committee (specific to the COVID-19 crisis), including representatives appointed by each labor organization in the district. If this committee meets beyond contractual work hours, the participants shall be paid according to the applicable contractual rates. All employees will receive electronic copy of or link to the safety plan in place, and notification of changes. All bargaining units shall be consulted any time the reopening plan will be modified.
2. All districts should provide access to COVID-19 vaccination on-site (or a common district location) and encourage participation among all school staff and eligible students. Only trained healthcare workers may be required to administer COVID-related healthcare to students or to medically assess a student.
3. Masks will be required of all students regardless of grade level, except when outdoors. When students repeatedly wear masks ineffectively or not at all, progressive disciplinary actions will be implemented. If a mask cannot be worn, full and appropriate personal protective equipment (PPE) and additional distancing will be required for and provided to all staff and students who will be in contact with the unmasked student. All staff will be provided with high quality medical grade N95 masks.
 - Face shields and other medical grade PPE will be worn by staff/students who are unable to practice physical distancing where close contact is highly likely, such as those students and staff who provide or receive services like OT/PT and speech.

- Gloves (non-latex) and gowns will be worn when contact with bodily fluids or other potentially infectious material can be reasonably anticipated. Used gowns will be replaced at least daily or more frequently if needed.

4. Students must maintain a distance of three feet at all times except where impossible due to specific individual student needs. Adults must be able to maintain six feet of distance. In all cases where appropriate distance cannot be maintained, appropriate medical grade PPE must be provided. Professional meetings, workshops and other adult meetings shall be held remotely when possible, or provide for six feet.

Faculty meetings, professional development and other adult meetings will occur with no food or beverages served, to maximize masking. Student assemblies and gatherings shall be strictly limited, cohorts shall be maintained when at all possible.

Clear communication shall be made to all families and employees: while waiting for test results due to symptoms or exposure, no employee or student should report to a school building. Students who are ill in school shall be isolated and sent home.

5. Schools must close if staffing is not available for safe supervision of students, or if safe supervision requires combining multiple cohorts in a way that increases COVID risks for all involved. Weekly pooled testing of cohorts of employees shall occur.
6. All Centers for Disease Control (CDC), Department of Labor Occupational Health and Safety Administration (OSHA) and Department of Public Health (DPH) guidelines must be followed at all times by all schools, including, but not limited to, cleaning and disinfecting supplies and protocols and PPE. COVID-effective hand sanitizers must be available in all common areas.
7. There shall be no reprisals taken by district administrators or any vendor against anyone who raises a health and safety concern or makes a complaint to their supervisor or any outside agency regarding workplace safety.
8. In addition to strict social distancing, and following all CDC and DPH guidelines, all food service must comply with restaurant COVID-19 protocols.
9. Schools must utilize the recommended air filters and/or ultraviolet light technology. Schools are recommended to utilize outdoor settings to the extent possible. Safe minimum and maximum heat index standards must be maintained.
 - HVAC and air quality report and/or progress shall be shared with labor organizations at a minimum each month or as defined in the joint labor/management committee.
10. In-person learning shall not commence until there has been proper training for all staff, including permanent, temporary and substitutes on safety protocols related

to COVID-19. As CDC and state recommendations change, staff shall be informed in a meeting with opportunities to ask questions.

11. Aggressive contact tracing measures shall be implemented. Anyone deemed to have been possibly exposed must quarantine for the recommended period. Any employee with a documented exposure in the workplace shall not be required to use their own accrued sick time for the quarantine period.
12. School facilities shall not be used by outside organizations and job classifications that require movement between school buildings shall be kept to a minimum and a topic of discussion for the joint labor/management committee. Visitors shall not be permitted. Parent teacher conferences shall be virtual.
13. The school district shall require by contract the following from any student transportation provider or if providing bus transportation directly, shall assure that In addition to the bus driver, every bus must be occupied by an employee, such as a bus monitor, who will enforce all health and safety requirements.

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