The safety and health of our students, our faculty, and our staff is paramount and has been at the forefront of our planning. Our planning is designed to bring the most students back to face-to-face education as possible while providing additional opportunities and improving upon the distance learning systems that we adopted this past spring. To allow Granville to safely reopen, there are several features, contingencies, and safety protocols that we must plan for, and we have attempted to outline this throughout our plan. We understand that the situation around COVID-19 is ever-evolving, and as a result, our procedures will be forced to evolve with it. We, as a school district, cannot anticipate the way that the disease will develop, nor can we fully predict the way that it will affect our region. Still, through careful planning, hard work, and resilience, we have put together a plan that allows our schools to have the flexibility to address these concerns.
# Golden Opportunities Return

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Collaboration

This plan has been developed over months through the input of a vast number of stakeholders, including building and district administrators, teachers, nurses, buildings and grounds staff, students, parents, and our local department of health. Also, the following surveys have been utilized.

<table>
<thead>
<tr>
<th>Survey Type</th>
<th>Link</th>
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<tbody>
<tr>
<td>Parent and Community Return to School Survey</td>
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<td>Student Survey</td>
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</tr>
<tr>
<td>Transportation Survey</td>
<td><a href="https://docs.google.com/forms/d/e/1FAIpQLSfgxvrJa-2kfc48ILb_135oilaTuA3pPnX-vJoidiHusUYNgA/viewform?fbclid=IwAR2DaQP9uoKnsMjiKe0k7_gnfLMHKn2C7Aubfgrnfs8TGik3iQvGnNtaHw">https://docs.google.com/forms/d/e/1FAIpQLSfgxvrJa-2kfc48ILb_135oilaTuA3pPnX-vJoidiHusUYNgA/viewform?fbclid=IwAR2DaQP9uoKnsMjiKe0k7_gnfLMHKn2C7Aubfgrnfs8TGik3iQvGnNtaHw</a></td>
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Their time, efforts, and dedication have been inspiring and have provided the backbone for our return this fall. The following content will be subject to change as the situation and guidelines warrant.
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## Timeline/ Dissemination

<table>
<thead>
<tr>
<th>Event</th>
<th>Date/Details</th>
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<tr>
<td>Transportation Robo Call</td>
<td>Sent 7/17, 7/18, 7/20</td>
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<tr>
<td>Stakeholder Meeting</td>
<td>7/20/20 9:00-12:00</td>
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<td>BOE Plan Working Group</td>
<td>7/24 @ 5:30</td>
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<td>BOE Plan Adoption</td>
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<tr>
<td>Plan Submission</td>
<td>7/31</td>
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<tr>
<td>Community Dissemination</td>
<td>Video Series for community of various elements</td>
</tr>
<tr>
<td></td>
<td>Press release</td>
</tr>
<tr>
<td></td>
<td>Plan posted on website</td>
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Guiding Safety and Health Principles

All discussions about how to safely and effectively reopen our schools require us to understand *how* to safely reopen. For us to safely open, four major areas need to be considered – face coverings, social distancing, hygiene, and screening – all of which will be covered throughout this planning document. As a baseline, we as a school district are required to maintain six feet of distancing in most scenarios; wear appropriate face coverings and PPE while in transit and when we cannot appropriately socially distance; we must maintain proper hand hygiene, and adhere to the CDC’s and Department of Health’s guidance as they relate to the cleaning and disinfection of our classrooms. We will perform screening of all staff, students, and faculty members as they enter, or before they enter the building. For us to safely reopen, we need to be able to achieve and maintain these requirements, and throughout this document, we will explain and explore the process through which we will accomplish these requirements.

The school district has designated Granville Superintendent, Thomas D. McGurl, as the COVID-19 Safety Coordinator. Mr. McGurl shall be responsible for the continuous compliance with all aspects of the school’s reopening plan, as well as any phased-in reopening activities necessary to allow for operational issues to be resolved before operations return to normal or “new normal” levels.

The school district has designated Building Principals and Supervisors as the primary point of contact upon the identification of a positive COVID-19 case and to be responsible for subsequent communications. They shall be responsible for answering questions from students, faculty, staff, and parents or legal guardians regarding the COVID-19 public health emergency and the plans being implemented in the school.

- Daily health screenings will take place for all staff and students via an online app or paper.
- Parents will be asked to take their child’s temperature every day before coming to school and complete an affirmation of a temperature of 100.0 degrees or less as part of the health screening. Staff will need to complete the temperature affirmation process as well.
- Students or staff who have a fever must stay home or will be sent home.
- Staff will have daily cleaning and disinfection protocols in place for all commonly touched surfaces.
- Shared school supplies will be minimized as much as possible. Materials that must be shared will be sanitized prior and allowed to sit unused for three days, as per CDC guidance.
- School visitors will be health screened and restricted to the greatest extent practical.
- Students and staff will be trained on proper hygiene practices.
- Age-appropriate signage will be prominently placed in school buildings to facilitate one-way traffic flow in halls, social distancing, and hand washing reminders.
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Educational Philosophy and Instructional Plan

During our discussions with stakeholder groups, several different educational models were explored, and the feasibility of each model was considered based on the resources available to us, our regional health metrics, and the guidance that we received from the New York State Department of Health and New York State Education Department. As a result of these different factors, we will be focusing on a hybrid model that will provide daily in-person instruction for grades UPK-7, in-person and remote instruction for grades 8-12. Based on the social distancing requirements put forth by New York State, our school district is capable of having a maximum capacity of 450, which directly affects the number of students that we can provide face-to-face learning to at any given time. To promote safety, our planning will also cohort students together to the extent that it is practicable to limit the potential spread of the disease should anyone become infected.

Given the highly contagious and opportunistic nature of COVID-19, our school district will provide accommodations to individuals who are at high risk or who live with a person who is at a high risk of complications as a result of COVID-19. Each case will be approached uniquely depending on the individual situation, but potential solutions for these vulnerable populations include remote learning or telework, modified educational and work settings, or by providing additional PPE to individuals with underlying health conditions (staff see appendix B). In addition to this, we understand that specific student and staff populations may require modifications to social distancing or PPE based on hearing loss or impairment, receipt of language services, or because they are young students in an early education program. In these scenarios, we may utilize specialized clear face coverings, face shields, increased distancing when possible, and ensure that any modifications would minimize COVID-19 exposure risk for students, faculty, and staff to the greatest extent possible.

The school district has given special consideration to the way that we will perform safety and emergency drills throughout the school year while we are required to socially distance. We will still complete our eight evacuation drills and four lockdown drills, but the way that we conduct our drills shall be modified for the upcoming school year. Due to the hybrid nature of our school schedule, we will need to ensure all of our students receive instruction in emergency procedures and participate in drills. In order to ensure the safety of our evacuation drills, we may conduct our drills on a “staggered” schedule by having classrooms evacuate separately rather than all at once to ensure appropriate distancing. To ensure the safety of our lockdown drills, we may conduct them in several different ways to enforce social distancing – whether this is through the use of a “staggered” schedule with smaller numbers of students which allows us to maintain
Golden Opportunities Return

social distancing or by conducting a lockdown drill through verbal and visual instruction and
providing students an opportunity to ask questions and receive answers about lockdowns.

Continuity of Learning

Kindergarten-Grade 7

Grades UPK-7 are planned for daily, onsite, in-person instruction

    UPK-2– Based at Mary J. Tanner
    3-6- Based at Granville Elementary
    7-12 Based at Jr/Sr High and remote

- Due to social distancing requirements, class size will be reduced. Students will be assigned to
  classrooms and supervisors. Instructors will come to the students to provide content.
- The traditional instructional program will be modified with students learning from classroom
  teachers and at other times supervised by school personnel during times of independent or
  remote/livestream instruction from within the school building.
- Students will have breakfast/lunch delivered to the classroom.
- Breaks will be provided to go outside for fresh air and exercise as needed. Students will remain
  with their class group.
- Potential staggered student arrival is under consideration to accommodate for potential
  transportation seating limitations and increased traffic at schools due to parent drop-offs.
Grade 8

Grade 8 students are planned for an alternate day model, with half of the students coming to school for two consecutive days and the other half for two days, allowing for social distancing in classrooms and hallways. When students are not in the building, they are expected to follow their assigned class schedule as if they were in the building. They will be required to connect online to receive live instruction from their teachers. Attendance will be taken. Failure to log in (camera on at all times) will be counted as a class absence. Classes will be broadcast via Google Classroom. The schedule will be as follows:

Group A (By Household) Monday and Tuesday

Group B (By Household) Thursday and Friday

- The classrooms will be cleaned and disinfected on Wednesday, and both groups will be remote during this time.
- Student and course schedules will be modified to the greatest extent possible to limit student traffic in the building and their exposure to different groups. This may result in some elective course cancelation at the middle-grade levels.
- On virtual instruction days, students will be required to participate in classroom work remotely and complete assignments. Student academic expectations on online days will be determined by the teacher based on what will work best for the specific class and what is being learned.
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9-10 First Five Weeks*

Grades 9-10 are planned for an alternate day model, with half of the students coming to school for two consecutive days and the other half for two days, allowing for social distancing in classrooms and hallways. When students are not in the building, they are expected to follow their assigned class schedule as if they were in the building. They will be required to connect online to receive live instruction from their teachers. Attendance will be taken. Failure to log in (camera on at all times) will be counted as a class absence. Classes will be broadcast via Google Classroom. The schedule will be as follows:

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- Student and course schedules will be modified to the greatest extent possible to limit student traffic in the building and exposure to different groups. This may result in some elective course cancelation at the middle-grade levels.
- On virtual instruction days, students will be required to participate in classroom work remotely and complete assignments. Student expectations on online days will be determined by the teacher based on what will work best for the specific class and what is being learned.

Grades 11-12 First Five Weeks*

Due to the availability of transportation, staffing, and classroom space, students in grades 11-12 will be fully remote at this time.

Grades 9-10 Second Five Weeks*

Due to the availability of transportation, staffing, and classroom space, students in these grades will be fully remote at this time. This will also allow us to provide on-site instruction to all students by rotating virtual and in-person schedules every five weeks.
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Grades 11, 12 Second Five Weeks*

These grades are planned for an alternate day model, with half of the students coming to school for two consecutive days and the other half for two days, allowing for social distancing in classrooms and hallways. When students are not in the building, they are expected to follow their assigned class schedule as if they were in the building. They will be required to connect online to receive live instruction from their teachers. Attendance will be taken. Failure to log in (camera on at all times) will be counted as a class absence. Classes will be broadcast via Google Classroom. The schedule will be as follows:

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- Student and course schedules will be modified to the greatest extent possible to limit student traffic in the building and exposure to different groups. This may result in some elective course cancelation at the middle-grade levels.
- On virtual instruction days, students will be required to participate in classroom work remotely and complete assignments. Student expectations on online days will be determined by the teacher based on what will work best for the specific class and what is being learned.

*All students in grades 9-12, will spend five weeks virtual and five weeks in person attending a modified schedule. Groups will rotate every five-week progress report marking period. Students who are not keeping up with online learning will be assigned to on-site learning lab supports, as space allows.

NYS Standards

The New York State Education Department is responsible for setting student learning standards for what all students should know and be able to do as a result of skilled instruction. Our district intends to provide curricula that are based on these established standards in all areas. The delivery of such a curriculum will be mixed, with some delivery of instruction to be in person, some to be live remote, and some to be accessed online by families supporting learners at home. Our intent will be to maintain our current APPR system under the inperson and hybrid model. In the event of a full closure for an extended period, the district will work with it’s teachers, administrators and SED to adjust our APPR plan accordingly.
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Academic Progress and Communication

The Granville Central School District is committed to keeping the lines of home-school communication open and active throughout the year to best meet the needs of our students — whether through traditional communications vehicles such as parent-teacher conferences and newsletters, or the use of newer technologies such as our website, social media channels, and telephone message distribution systems. Parent conferences will still be utilized to confer about student performance. There are many ways a student’s parents can be informed of their child’s progress, including, but not limited to, periodic parent-teacher conferences, written progress reports, and student-parent-teacher conferences, and report cards. At the secondary level, parents can access the parent portal to monitor student grades in all courses. Parents can also be added to Google Classrooms for each course that their secondary student is enrolled in. This allows parents to receive periodic updates about work that is due. Finally, for UPK-12 families that need technology support at home, our tech team has a referral form on the district website that parents can use to make such requests.

English Language Learners

At present, our district does not have students enrolled who are considered ELL or MLL. However, should this change, our district will coordinate with the Office of Bilingual Education and World Languages to make certain we are providing appropriate support to students whose home languages are other than English. We will continue to use the Home Language Questionnaire as part of our enrollment process for all students. This survey, as well as an informal interview by our District Registrar, helps to identify families where languages other than English may be used in the home. All parent communications would then be provided to families in their preferred language and/or mode of communication. Interpreters would be used for parent conferences, where needed.

Granville CSD intends to follow SED guidance; each qualifying school and/or district reopening plan which reopens using in-person or hybrid instruction must complete the ELL identification process within 30 school days of the start of the school year for all students who enrolled during COVID-19 school closures in 2019-20, as well as all students who enroll during summer of 2020 and during the first 20 school days of the 2020-21 school year. After this 20 day flexibility period, identification of ELLs must resume for all students within the required ten school days of initial enrollment (as required by Commissioner’s Regulations Part 154).

The school district will provide the required instructional Units of Study to all ELL’s based on their most recently measured English-language proficiency level during in-person or hybrid instruction. These services will be provided through a mix of face to face and online live support.
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Special Education Students

The Granville CSD CSE office will work in tandem with all building principals and out of district special education programs to ensure that students with disabilities are still provided all provisions under FAPE. All in-district full-day, self-contained programs will be offered on-site with arrangements made to accommodate all safety and health requirements.

Parents will be notified in writing and also can consult with our PPS Director for specific details as to how the provision of services will meet the requirements of IDEA for each of our three models: face to face services practicing social distancing K-7, a hybrid model with both face to face and a combination of remote services 8-12. Attendance will be monitored daily and case managers will reach out to students and parents to ensure active participation.

Students in integrated settings grades K-7 will receive all programs and related services, accommodations, modification, and supplementary aides on site. Students in grades 8-12 will receive a mix of onsite services and remote, live virtual (teletherapy-like) related services. Parents of students with IEPs and Section 504 plans will receive written communication from case managers at the start of the school year about how all services, accommodations, and modifications will be provided.

If the student will be receiving related services through teletherapy, a consent form will be required. That consent form may be completed and returned electronically. Contact logs for all students will be maintained. All students will be provided with the necessary technology needed for teletherapy and remote learning.

CSE and CPSE Meetings will continue to use the Google Meet video conferencing platform. During our Spring remote learning, which began this past March, we saw robust participation by families in this mode. The CPSE will collaborate with the CSE, as well as with program providers, to assure recommendations are consistent with the provision of services.

Each student with an IEP or Section 504 plan is assigned a case manager. This case manager facilitates collaboration between the CSE/CPSE teams, the student’s family, and the student’s teachers. Student performance is monitored on an ongoing basis and requested review meetings are held anytime there is a concern about an IEP, or it’s implementation.

Student progress is communicated to parents at least quarterly, and with each student’s report card. All goals require progress monitoring data collection, and this data is reviewed periodically by the PPS Director. The information is also shared with parents at annual reviews to show
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**Special Education Students continued**

progress and growth for the year and to be used to write goals for IEPs. Communication with parents is provided in the parents’ preferred language or mode of communication.

Our students with disabilities will have the same access to activities as their non-disabled peers while they participate in their learning while practicing social distancing.

**Connectivity**

During the Spring closure event, our building principals surveyed families to identify homes without internet access. Each building maintains a listing of homes without the internet. In the past, these families were provided with hard copies of all online learning materials. Free wifi areas in our community have been identified and communicated to families. Students and families have also received guidance on how to work “offline” when the internet is not readily available.

Some hotspots have been purchased to be loaned to families and teachers. Teachers who prefer to deliver remote content from their classrooms, where all of their supplies and materials are, will be allowed to do so.

Students without a stable internet and who are not required to attend every day (8th grade and up), will be permitted to attend school every day so that access to the internet is not a barrier. A learning lab, following social distancing and mask protocols, will be set up in the Jr/Sr High School to host these students.

We also provide remote tech support to all of our families through an online referral form. This allows us to support families in the use of technology and school issued Chromebooks. We are making plans to accommodate all students grades K-12 with their own 1:1 device should the district ever need to move to all remote learning. Additionally, all classrooms will be outfitted with cameras to allow teachers to live broadcast lessons to students who may be participating remotely.

**A student without internet access and/or considered at-risk for graduation**

Students will attend school all four days of the week. During remote learning days for their grade level, they will be assigned to an onsite monitored learning lab so that participation can continue.
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PE / Extracurricular / Arts / Athletics

- Currently, interscholastic sports are presently not permitted. Additional guidance is expected to be forthcoming.
- PE will move to an Independent PE model because of the 12’ social distance requirement. Plans will need to be developed district-wide.
- Some of our courses may need to be taught remotely due to space, scheduling needs, and social distancing requirements. These may include Music, Art, Agriculture, and Business.
- Extracurricular activities will be examined to determine which can be conducted virtually.
- All teachers will be assigned in compliance with NYS certifications and regulations.

Grades and Attendance

- Grading protocols will be reviewed and will be shared at the start of the school year.
- The District will issue report cards based on the scheduled cycle as per the district calendar.
- Grading will be consistent and follow our traditional format for in-person or virtual instruction. Numerical grades will be used at the secondary level.
- Perfect attendance awards will not be offered this year. Students working towards perfect attendance at graduation will not be impacted for the 2020-2021 school year.
- Student attendance will be taken and impact student progress and academics in both the remote and in-person sessions.

Self-Selected Remote Learning

Parents who elect to have their child(ren) connect fully remotely and not attend classes on campus, will be allowed to do so. Parents will need to sign and complete a district provided request form no later than August 12, 2020. The following requirements will need to be acknowledged.

- Parents must acknowledge that the learner has stable, daily internet access
- Parents must acknowledge that the learner is expected to attend classes daily, following their assigned schedule.
- Parents must acknowledge that the learner will not be able to return to in-person class (if desired) until the second semester or until the district ends virtual instruction.
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Mental Health, Behavioral and Emotional Support

Returning to a different in-person learning environment may present challenges for everyone. Our school district shall make every effort to provide and address the mental health, behavioral, and emotional needs of students, faculty, and staff when school reopens for in-person instruction. Throughout the school year, we will identify and support students who are having difficulty transitioning back into the school setting by utilizing our counseling services composed of school psychologists, social workers, guidance counselors, and appropriate agencies.

Counselors and social workers will engage students in our district social-emotional learning curriculum by delivering specific instruction, problem-solving, and various coping strategies to handle a plethora of situations. Interventions are targeted through the Multi-Tiered Systems of Supports (MTSS) to promote the development and growth of social-emotional learning.

We will also provide periodic training for faculty and staff on how to support students during and after the ongoing COVID-19 public health emergency. We will also provide information on developing coping and resilience skills for students, faculty, and staff during training or through written and online materials. Members of our mental health building teams will support both in-person and remote learners by coaching teachers, directly delivering social-emotional learning curriculum, and individually supporting students as determined by building level team decision making. A focus will be placed on supporting a positive climate and culture that acknowledges universal trauma care strategies for students. Best practice guidelines will be followed for students who may need more support.

Health and Safety

Face Coverings

Before entering the school district, a school facility, or school grounds, staff, faculty, students, and visitors agree to wear a face-covering in all required areas. The school district will remind staff, faculty, students, and visitors of this process through training, signage, verbal communication, and other means throughout the school year. During the school day, individuals will be required to wear a face-covering while on the school bus, when they are entering or exiting the school building, while they are moving through the hallways or their classroom, at any time that they cannot maintain adequate and appropriate social distancing, and any other time as dictated by administration. Individuals may not be required to wear a face-covering while they are maintaining social distance, including when they are seated in a classroom. The school district shall train all students, faculty, and staff on how to adequately put on, take off,
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clean, and discard PPE by both in-person and through virtual training opportunities. This training will include an explanation of what is considered appropriate PPE and will be supplemented by signage, continued education/verbal instruction. **For the health and safety of our entire school community, mask use will be strictly enforced.**

While the school district will encourage all staff, students, and faculty to provide their own face coverings, the school district will continue to maintain an adequate stock of disposable PPE for their emergency use or by request. To ensure that inventory is maintained, our head of facilities will be responsible for performing weekly checks of supplies and working on ordering more as needed. The school district has worked throughout the spring and summer to supplement the stock of PPE for the upcoming school year and will continue to do so throughout the school year. The school district will also maintain a supply of disposable face coverings on each of the school buses for students who have forgotten, broken, or soiled their face coverings. Bus drivers will notify the transportation supervisor when the bus stock has dropped below 50%, and additional supplies will be issued. The school district will also require students, staff, and faculty to keep a replacement mask(s) at the school district in case their initial mask fails or becomes soiled throughout the school day.

**Social Distancing**

For our school district to maintain safe operations, we must attempt to maintain social distancing to protect against the transmission of the COVID-19 virus while on school grounds and in school facilities. To facilitate this, our school district has redesigned our classroom spaces, common areas, and other rooms throughout the buildings for appropriate social distancing. Specifically, appropriate social distancing means six feet of space in all directions between individuals or the use of suitable physical barriers between individuals that do not adversely affect airflow, heating, cooling, ventilation, or otherwise present a health or safety risk. The only time where social distancing requirements may be relaxed in the school district is when the safety of an activity or the core activity requires a shorter distance or individuals are of the same household. At such time mask use is required. To promote this type of behavior, the school district has instituted measures such as:

- All hallway traffic will be one way whenever possible
- Students will not have access to lockers. Materials must be carried or stored in classrooms. Students will be required to carry fewer materials at this time.
- Passing time will be increased to facilitate staggered class changes (when needed) to minimize the number of students in the hall.
- Weather permitting, outside classes, open windows, outside supervised breaks will all be encouraged.
Golden Opportunities Return

- Locker rooms will be closed until conditions permit reopening.

Furthermore, the school district has evaluated smaller spaces in the school building, such as elevators, break rooms, and faculty offices, and will be limiting the use of these spaces. These identified spaces will require the use of face coverings, and occupancy should not exceed 50% of the maximum unless the space is designed for use by a single occupant. In addition to the above-noted changes, our school district has evaluated the feasibility of modifying existing areas of mass assembly, such as auditoriums, gymnasiums, and cafeterias, to provide additional learning spaces for students that are more easily appropriately socially distanced.

School Arrival and Departure

Mary J Tanner Grades K-2

Parent Drop Off - Parent Drop off will take place at both the Lee Road Loop and the Northside entrance to the school facility. Students will need to produce a completed Granville CSD temperature check affirmation or school personnel in PPE will meet cars and provide temperature checks for students who do not before parent departs. Students who do not pass a health check will be sent home with their parent. Locations for drop off will be assigned by grade at a future date.

Bus Loop- Busses will be moved to a staggered arrival schedule to avoid congestion. School personnel in PPE will meet the bus and confirm temperature screening documentation and perform temperature screens where needed. Students who do not pass the health screen will be escorted to a supervised isolation room until they are picked up by their parent or guardian.

Faculty and Staff- All faculty and staff must complete health screening online or in writing in advance of their arrival to work. In the event of a failure to do so in advance, staff will need to be screened by school personnel before entering the building. All faculty and staff must enter through the Main Office.

Additional information to follow in August.

Granville Elementary Grades 3-6

Parent Drop Off/ Walkers- Parents will drop off students at the front entrance of the building. Students will need to produce a completed Granville CSD temperature check affirmation or school personnel in PPE will meet cars and provide temperature checks for students who do not before parent departs. Walkers who do not pass a health check will be brought to the supervised isolation room until they can be picked up by a parent or guardian.
**Golden Opportunities Return**

**School Arrival and Departure continued**

Bus Loop- Busses will be moved to a staggered arrival schedule to avoid congestion. School personnel in PPE will meet the bus and confirm temperature screening documentation and perform health screens where needed. Students who do not pass the temperature screen will be escorted to a supervised isolation room until they are picked up by their parent or guardian.

Faculty and Staff- All faculty and staff must complete health screening online or in writing in advance of their arrival to work. In the event of a failure to do so in advance, staff will need to be screened by school personnel before entering the building. All faculty and staff must enter through the main office.

*Additional information to follow in August.*

**Jr/Sr High Building Grades 7**

Parent Drop Off- Parents will drop off students at the cafeteria entrance. Students will need to produce a completed Granville CSD temperature check affirmation or school personnel in PPE will meet cars and provide temperature checks for students who do not before parent departs. Drop off will require parents to keep traffic moving in a continuous pattern.

Walkers- Will enter through the seventh grade wing (closest to Stewarts). School personnel in PPE will meet students and collect/ provide temperature checks. Students who do not pass a temperature check will be brought to the supervised isolation room until they can be picked up by a parent or guardian.

Bus Loop- Busses will be moved to a staggered arrival schedule to avoid congestion. School personnel in PPE will meet the bus and confirm temperature screening documentation and perform health screens where needed. Students who do not pass the temperature screen will be escorted to a supervised isolation room until they are picked up by their parent or guardian.

Faculty and Staff- All faculty and staff must complete health screening online or in writing in advance of their arrival to work. In the event of a failure to do so in advance, staff will need to be screened by school personnel before entering the building. All faculty and staff must enter through the main office.

*Additional information to follow in August.*
Golden Opportunities Return

School Arrival and Departure continued

Jr/Sr High Building Grades 8-10

Parent Drop Off- Parents will drop off students at the cafeteria entrance. Students will need to produce a completed Granville CSD temperature check affirmation or school personnel in PPE will meet cars and provide temperature checks for students who do not before parent departs. Students who do not pass a health check will be sent home with their parent. Drop off will require parents to keep traffic moving in a continuous pattern.

Walkers- Will enter through the Tech Wing rear entrance (closest to the fields) School personnel in PPE will meet students and collect/ provide temperature checks. Students who do not pass a temperature check will be brought to the supervised isolation room until they are picked up by their parent or guardian.

Bus Loop- Busses will be moved to a staggered arrival schedule to avoid congestion. School personnel in PPE will meet the bus and confirm temperature screening documentation and perform health screens where needed. Students who do not pass the temperature screen will be escorted to a supervised isolation room until they are picked up by their parent or guardian.

Faculty and Staff- All faculty and staff must complete health screening online or in writing in advance of their arrival to work. In the event of a failure to do so in advance, staff will need to be screened by school personnel before entering the building. All Faculty and Staff must enter through the Main Office.

Additional information to follow in August.

Jr/Sr High Building Grades 11-12

Parent Drop Off- Parents will drop off students at the cafeteria entrance. Students will need to produce a completed Granville CSD temperature check affirmation or school personnel in PPE will meet cars and provide temperature checks for students who do not before parent departs. Students who do not pass a health check will be sent home with their parent.

Walkers/ Student Drivers- Will enter through the Tech Wing rear entrance (closest to the fields) School personnel in PPE will meet students and collect/ provide temperature checks. Students who do not pass a temperature check will be brought to the supervised isolation room until they are picked up by their parent or guardian.
Golden Opportunities Return

School Arrival and Departure continued

Bus Loop- Busses will be moved to a staggered arrival schedule to avoid congestion. School personnel in PPE will meet the bus and confirm health screening documentation and perform temperature screens where needed. Students who do not pass the temperature screen will be escorted to a supervised isolation room until they are picked up by their parent or guardian.

Faculty and Staff- All faculty and staff must complete health screening online or in writing in advance of their arrival to work. In the event of a failure to do so in advance, staff will need to be screened by school personnel before entering the building. All Faculty and Staff must enter through the Main Office.

Student Parking- Student parking, if needed, will need to be authorized by the Jr/Sr High Administration. Student spaces will be limited and issued to students attending in-person classes first. The limited student parking will be located on the very easterly end of the lot adjacent to the track.

Faculty Parking- Faculty parking will be on the north side of the campus. The District Office Lot, in the area between the middle school and high school wing and the former student lot, are all open. Faculty may not park in the southern lot (near cafeteria/greenhouses). All faculty must enter through the Main Office.

Additional information to follow in August.

Health Screening

To ensure that sick or ill students, staff, and faculty are not allowed on campus, the school district will be adopting a strict screening policy, which includes temperature checks for students, faculty, and staff, daily screening questionnaires for faculty and staff, and periodic screening questionnaires for students. The school district will also require screenings for contractors, vendors, and visitors who will be entering the school building. We will encourage all screenings to occur before individuals reach the school building or enter any school facility. Should an individual fail the screening or feel ill, then they should remain home. Furthermore, we ask that parents and guardians remain vigilant in observing their children for signs of illness and to keep home when they are ill. To facilitate this, the school district will be providing health check booklets for home screening. If an individual wants to enter a school building or facility
but has not been screened before entry, they will be required to complete an in-person screening with school district personnel who will be completing screenings, which will be provided with all required PPE. At a minimum, this will include a face covering and gloves but may be expanded to gown and face shield at the staff member’s request, to ensure their safety and well-being.

Our district’s screening process will meet all of the requirements as set forth by the state, where a temperature at or above 100 degrees Fahrenheit or failure of the screening will result in that individual not gaining entry into the school. If the individual who fails a screening is a staff member, faculty member, or outside visitor, then they will be instructed to leave the school facility and see their health care provider. If the individual who fails a screening is a student, then they shall be taken to that building’s isolation room to be assessed by the school nurse and await a parent, guardian, or emergency contact who can bring them to a health care provider for further evaluation. The isolation room shall require appropriate social distancing to be maintained, an increased cleaning and disinfection schedule from the school district’s buildings and grounds staff, and constant visual supervision. We will provide all required PPE to the individual(s) who will be supervising the isolation room to ensure their safety. When an individual’s parent, guardian, or emergency contact arrives at the school district to pick up their student, we will once again remind them that their student is required to be seen by a health care provider in regards to the failed screening. The school district will also instruct staff and faculty members to observe for signs of illness in others and require that symptomatic persons be sent to the school nurse or isolation room for a check-up.

The school district has worked with and remained in communication with the Washington County health department to determine the specific return requirements of individuals who fail a screening, test positive for COVID-19 through a diagnostic test, or have come in close contact with or have been exposed to somebody who tests positive for the COVID-19 virus. After a failed screening, the school district will require, at a minimum, documentation from a health care provider of a negative COVID-19 diagnostic test result and symptom resolution. If, after a failed screening, that individual tests positive for COVID-19 from a diagnostic test, then the school district will work with the Washington County Department of Health to determine their minimum standards for return to the school district. Also, the school district shall work with the Washington County Department of Health to determine the process for the provision or referral of diagnostic testing for students, faculty, and staff, should that become necessary. The school district has also worked with the Washington County Department of Health to determine what metrics will serve as early warning signs that COVID-19 cases may be increasing beyond an acceptable level, both within our schools or within the broader local community.
Golden Opportunities Return

Local Health Departments anticipate using data from the regional "control rooms" for this purpose as well as regular communications with the district. Should a district experience any type of increase in absentee rates or individuals who have tested positive, the district's liaison should contact their COVID-19 liaison to review the data. Should it be warranted, the County Health Department and the Superintendent of Schools will make a determination if the school should be closed and for how long.

Should multiple cases be discovered in an area or school within the district, the district's COVID-19 liaison will contact the County liaison and should action be warranted, the County Health Department and the Superintendent of Schools will make a determination if a portion of the school, or a particular school shall be closed.

County Health Departments monitor this information in the regional control room. Should the County Health Department determine that there is a shortage of hospital capacity due to COVID-19, and if in the determination of the County Health Department that schools need to consider how many students and staff should be allowed on site, the County Health Director will contact the Superintendent of Schools to make a determination if the school district's plan should be altered.

The school district has identified building nurses as the individual(s) who will serve as the central point of contact and who is responsible for receiving and attesting to having reviewed all screening activities daily. These individuals shall also be identified as the contact for individuals to notify if they later experience COVID-19 related symptoms during the day or have COVID-19 exposure, as noted on their questionnaire.

The District's COVID-19 liaison will notify the County COVID-19 liaison (or counties should the individual live in a different county than the location of the school) should they become aware of a positive test for COVID-19 and/or any other disease reportable under public health law.

Upon request, districts will be asked to provide information on the past locations of students and staff who are involved in the contract tracing program, including, but not limited to room locations, who was in the room and information on transportation. Districts will need to maintain adequate records to answer questions. Should this information be needed, the County Liaison will contact the District's Liaison to obtain the needed information in a timely manner.

Should multiple cases be discovered in an area or school within the district, the district's COVID-19 liaison will contact the County liaison and should action be warranted, the County
Golden Opportunities Return

Health Department and the Superintendent of Schools will make a determination if a portion of the school, or a particular school shall be closed.

Hygiene, Cleaning, and Disinfection

Our school district has instituted, trained on, and follows the CDC and NYSDOH guidelines on the hygiene, cleaning, and disinfection of school buildings and materials. We have developed extensive procedures and protocols for school-wide cleaning and the disinfection of classrooms, restrooms, cafeterias, libraries, playgrounds, school buses, and all other school facilities based on the CDC guidance. We have also identified the areas of buildings that will require additional cleaning and disinfection, such as bathrooms. Throughout the course of the year, our district will maintain cleaning and disinfection logs that identify the date, time, and scope of cleaning and disinfection for those areas. We have also developed and maintained a list of commonly touched surfaces throughout the school district, with a cleaning and disinfection schedule assigned to individuals and positions for these surfaces. Please see Appendix A. We will also be increasing ventilation with outdoor air to the greatest extent possible based on the outdoor air temperature and the capabilities of our HVAC system. Lastly, the school district shall continue to conduct or complete the process of performing its required Lead-in-Water testing as required by NYSDOH regulation 67-4.

Our school district also understands that for us to maintain a safe and healthy school environment, we need to promote and encourage proper hand hygiene throughout the day. To achieve this goal, we will be installing hand hygiene stations throughout common areas of the building so that students may sanitize their hands while they are in transition and at times where they may not be able to clean their hands with soap and water throughout the school day. We will also be training students, faculty, and staff on proper hand hygiene throughout the school year and provide continued education for individuals through appropriate signage at all levels of the school district. Throughout the school day, we will also require students, staff, and faculty to wash or sanitize their hands before and after eating and upon arrival to a new classroom.

Transportation

We recognize that transportation will present its own unique set of challenges for this upcoming school year. As a school district, we are committing ourselves to provide a safe and healthy school environment at all phases and stages of the school day. For us to maintain this safety, face coverings will be required while students are entering the bus, exiting the bus, and are seated on the bus, unless a student is not physically able to wear a face covering. If a student tries to enter the bus without a proper face-covering, they will not be denied service or
Golden Opportunities Return

entry – instead, they shall be provided with a disposable face covering that is kept on the bus. We will also maintain social distancing to the greatest extent possible while on the bus unless individuals are from the same household. If not from the same household, no students will be sitting more than one to a seat. **All students will be required to have an assigned seat. Failure to follow this requirement will result in transportation being denied.** Furthermore, transportation will not be denied to students with disabilities that would prevent them from wearing a mask, nor will they be forced to do so during transportation.

The school district shall commit to ensuring that all buses that are used during the day are cleaned and disinfected at least daily and that all high-contact points shall be wiped down after each run. While we acknowledge that school buses cannot be equipped with hand sanitizer due to its combustible nature, and we will advise individuals to not bring personal hand sanitizer containers with them on the bus, we will ensure that hand sanitizing or handwashing stations are provided for all staff in transportation locations such as dispatch offices, employee lunch/breaks rooms and bus garages. Furthermore, we will provide all the required PPE for transportation department staff and require the use of a face covering. Should a driver, monitor, or attendant be required to have direct physical contact with a child, they will be required to wear gloves, which the school district shall provide to ensure their safety and healthfulness. These employees will also be required to complete the daily self-health screening before arriving at work to help ensure the safety and healthfulness of their fellow employees.

If our school district is in a full virtual learning mode, we will continue to maintain transportation services to nonpublic, parochial, private, charter schools, or students whose Individualized Education Program has placed them out of district to schools who are meeting and conducting in-person session education when/if the district is not.

**Private Transportation**

Parents may commit to provide their own transportation for the 2020-2021 school year. The district must be notified in writing on a district provided form no later than August 12, 2020.

- Parents must acknowledge that they are transporting for the entire school year.

**Extracurricular Activities/ Events**

To minimize the spread of infection and to facilitate district-wide cleaning, the district has adopted the following policies/regulations for the 2020-2021 school year until such time that we can return safely to normal operations.

- All field trips will be postponed, and virtual trips will be encouraged.
Golden Opportunities Return

- Locker rooms will be closed until conditions permit reopening.
- Extracurricular activities will be evaluated on a case by case basis. In circumstances where an activity can proceed effectively in a remote manner; it will be encouraged. In-person extracurricular activities will not be able to take place.
- All three campus buildings will be closed 1 hour after student dismissal to facilitate cleaning and disinfection.
- The bus garage and maintenance areas are closed to the public. To the greatest extent possible, outside visitors, presenters, and parents access to the school facility will be limited. When allowed, all health and safety requirements will need to be met. We will encourage virtual meetings and presentations as much as is practical.
- Due to the availability of cleaners, all school athletic facilities and playgrounds will remain closed to the public.
- Building use will not be open to the public under the current plan.
- The Jr/Sr High will be open at 6:00 pm for scheduled Board of Education Meetings. The public and Board of Education members may attend after completing health screening. Attendance will be limited to what is allowable under regulation and room capacity.

Food Service

Regardless of the educational model chosen by our school district and the dynamic nature with which that can change, our school district shall continue to provide school breakfast and lunch to all students who were previously receiving school meals – both on-site and remotely. While on-site, we will maintain social distancing during our meals and provide food service in the classroom. Students with food allergies will be provided with a separate location for meals. In addition, known trigger foods will be avoided. Hand washing or sanitizing will be required before meal distribution. Sharing food or beverages will be prohibited, and “class parties” are not allowed until further notice. Students that are in a remote setting will be provided meals if requested. Meals will be able to be picked up at a predetermined time and location.

Full Virtual Model

In the event school buildings are compelled to close, the school will resume virtually.

- Students in Grades K-2 will be provided packets of information and materials until Chromebooks are distributed to them.
- Students in Grades 3-12 students will follow their in-person school schedule while at home. Teachers will broadcast out to students either from home or school. Time spent on instruction will vary by grade level; however, students will engage with learning daily. Students will be required to log on during scheduled times.
Golden Opportunities Return

- Period by the period student and staff attendance will be taken daily.

Communication

Our school district affirms and attests that we have reviewed and understood all state-issued industry guidelines and will submit our plans for reopening to them. In addition to this, we will post copies of our finished plan on the school website, in conspicuous areas across school buildings and facilities. Printed copies of the plan will be available in all school offices as well as the transportation and facilities offices. Throughout this process, we will also develop consistent communication plans to ensure that members of the school community are kept up-to-date with all developments and changes to our plan. This process will be managed through verbal instruction, posted signage that is consistent with DOH COVID-19 signage, the maintenance of a COVID-19 page on our school website, robo calls, video conferences, social media, and traditional print media. We will also develop communications for students and families about how to prepare for the upcoming school year, including specific information on the social distancing requirements, how to properly wear a face covering, and proper hand and respiratory hygiene. Throughout the school year, we will continue to train students, faculty, and staff on how to follow any new COVID-19 protocols safely and correctly, including hand hygiene, proper face-covering wearing, social distancing, and respiratory hygiene.

Evaluation

Our school district’s plan ensures that all teachers and principals will be evaluated pursuant to our currently approved APPR plan, including any variance applications approved by the Department. All teachers in our school district shall hold valid and appropriate certificates for their teaching assignments, except where otherwise allowable under the Commissioner’s regulations (e.g., incidental teaching) or Education Law.

Approved By: ___________________________ Date: ______________

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## Appendix A

### List of Commonly Touched Surfaces

<table>
<thead>
<tr>
<th>Type of Surface</th>
<th>Location of Surface</th>
<th>What is Surface Material?</th>
<th>What Product is Needed to Disinfect?</th>
<th>Frequency of Disinfection</th>
</tr>
</thead>
<tbody>
<tr>
<td>door handles</td>
<td>all schools</td>
<td>zinc alloy</td>
<td>quat / eco -23</td>
<td>Multi times daily in heavy use areas</td>
</tr>
<tr>
<td>doors</td>
<td>all buildings</td>
<td>wood</td>
<td>quat / eco -23</td>
<td>once daily</td>
</tr>
<tr>
<td>door frames</td>
<td>all buildings</td>
<td>metal</td>
<td>quat / eco -23</td>
<td>once daily</td>
</tr>
<tr>
<td>panic bars</td>
<td>exterior doors</td>
<td>zinc /aluminum</td>
<td>quat / eco -23</td>
<td>Multi times daily in heavy use areas</td>
</tr>
<tr>
<td>windows</td>
<td>doors</td>
<td>glass</td>
<td>eco-12 glass cleaner</td>
<td>when dirty /daily</td>
</tr>
<tr>
<td>window sills</td>
<td>all exterior windows, all buildings</td>
<td>slate</td>
<td>quat / eco -23</td>
<td>weekly or when dirty</td>
</tr>
<tr>
<td>walls</td>
<td>hallways</td>
<td>blocks / sheetrock</td>
<td>quat / eco -23</td>
<td>daily</td>
</tr>
<tr>
<td>handrails</td>
<td>stairways /ramps</td>
<td>metal /wood</td>
<td>quat / eco -23</td>
<td>Multi times daily in heavy use areas</td>
</tr>
<tr>
<td>drinking fountains</td>
<td>halls /classrooms</td>
<td>plastic / plated brass</td>
<td>quat / eco -23</td>
<td>Multi times daily in heavy use areas</td>
</tr>
<tr>
<td>light switches</td>
<td>classrooms / offices</td>
<td>plastic/metal covers</td>
<td>quat / eco -23</td>
<td>daily</td>
</tr>
<tr>
<td>soap dispensers</td>
<td>baths</td>
<td>plastic</td>
<td>quat / eco -23</td>
<td>Multi times daily in heavy use areas</td>
</tr>
<tr>
<td>Item</td>
<td>Location</td>
<td>Material</td>
<td>Cleaner</td>
<td>Frequency</td>
</tr>
<tr>
<td>---------------------</td>
<td>-------------------</td>
<td>----------------</td>
<td>-----------------</td>
<td>-------------------------</td>
</tr>
<tr>
<td>sanitizer dispensers</td>
<td>baths</td>
<td>plastic</td>
<td>quat / eco -23</td>
<td>Multi times daily in heavy use areas</td>
</tr>
<tr>
<td>lockers</td>
<td>halls/locker rooms</td>
<td>metal</td>
<td>E-23/Quat electrostatic mist</td>
<td>daily</td>
</tr>
<tr>
<td>AUD. Seats</td>
<td>auditorium</td>
<td>cloth / wood</td>
<td>E-23/Quat electrostatic mister</td>
<td>before and after use</td>
</tr>
<tr>
<td>Library tables</td>
<td>Library</td>
<td>wood</td>
<td>E-23/Quat electrostatic mister</td>
<td>before and after use</td>
</tr>
<tr>
<td>class tables</td>
<td>classrooms</td>
<td>wood/laminate</td>
<td>quat / eco -23</td>
<td>daily</td>
</tr>
<tr>
<td>desks</td>
<td>classrooms</td>
<td>poly-resin?</td>
<td>quat / eco -23</td>
<td>daily</td>
</tr>
<tr>
<td>bleacher seats</td>
<td>Gyms</td>
<td>plastic</td>
<td>E-23/Quat electrostatic mist</td>
<td>before and after use</td>
</tr>
<tr>
<td>outdoor seating</td>
<td>GES/HS</td>
<td>polymer / metal</td>
<td>E-23/Quat electrostatic mist</td>
<td>daily</td>
</tr>
<tr>
<td>chairs</td>
<td>all buildings</td>
<td>poly resin plastic</td>
<td>E-23/Quat electrostatic mist</td>
<td>daily</td>
</tr>
<tr>
<td>counters</td>
<td>Offices /classrooms</td>
<td>laminate</td>
<td>quat / eco -23</td>
<td>daily</td>
</tr>
<tr>
<td>gym pads</td>
<td>gyms</td>
<td>vinyl</td>
<td>E-23/Quat electrostatic mist</td>
<td>daily</td>
</tr>
<tr>
<td>sink faucets</td>
<td>baths</td>
<td>zinc/alloy</td>
<td>quat / eco -23</td>
<td>daily</td>
</tr>
<tr>
<td>buses / seats</td>
<td>bus garage</td>
<td>vinyl</td>
<td>mineral electrolyte</td>
<td>after every use</td>
</tr>
<tr>
<td>pencil sharpeners</td>
<td>classrooms</td>
<td>metal</td>
<td>quat / eco -23</td>
<td>daily</td>
</tr>
<tr>
<td>playgrounds</td>
<td>MJT/GES</td>
<td>plastic</td>
<td>E-23/Quat electrostatic mist</td>
<td>twice daily</td>
</tr>
<tr>
<td>bathrooms</td>
<td>all buildings</td>
<td>polymer / porcelain</td>
<td>E-23/Quat electrostatic mist</td>
<td>daily</td>
</tr>
</tbody>
</table>
### Golden Opportunities Return

<table>
<thead>
<tr>
<th>Item</th>
<th>As needed</th>
</tr>
</thead>
<tbody>
<tr>
<td>computers</td>
<td>As needed</td>
</tr>
<tr>
<td>chromebooks</td>
<td>As needed</td>
</tr>
<tr>
<td>floors</td>
<td>all buildings</td>
</tr>
</tbody>
</table>
DISTRICT PROTOCOL FOR RESPONDING TO STAFF REQUESTS SEEKING ACCOMMODATIONS

The District will engage in the interactive process with all staff who request a reasonable accommodation due to being at high risk for severe illness due to COVID-19. This process will follow established ADA and EEOC guidelines. This process will also be in place for individuals who live with people who are at high risk for serious complications due to COVID-19. In addition, interactive conversations with staff members who may not feel comfortable returning to an in-person educational environment will take place to determine if accommodations are appropriate and possible given the educational needs of District students, and the operational needs of the District. Possible accommodations that will be considered will follow established ADA and EEOC guidelines, and may include but are not limited to: providing remote instruction to students, teleworking, modified work settings, providing additional PPE, providing leaves with pay and providing leaves without pay.

The written protocol includes the following:

1. Identifying one or two District employees to coordinate the requests from staff members who are seeking accommodations to provide continuity and confidentiality throughout the process;
   - Thomas D. McGurl for Teaching Staff and Administration
   - Catherine Somich for Support Staff

2. Providing members with an initial questionnaire to determine the exact reason for the request for accommodation without seeking unnecessary medical information unrelated to the request;
Golden Opportunities Return

3. Once the nature of the request is determined, providing the staff member with an application for accommodation that provides more detailed and relevant data allowing the District to better evaluate the request;

4. Engaging with the member in the interactive process to determine if any reasonable accommodation is warranted given the circumstances, and if so, what that reasonable accommodation may be given all of the relevant circumstances;

5. Insuring privacy of all records and interactive conversations throughout this process;

6. Providing the employee with written confirmation of any accommodations that may be provided;

7. Frequent monitoring of CDC and NYS Department of Health guidance on factors that make individuals at increased risk for severe illness due to COVID-19.

Once the interactive conversation is scheduled with the individual, a sincere discussion should take place to determine what may be an appropriate accommodation. No particular accommodation is guaranteed to anyone. As a part of the interactive process, the EEOC recommends the following steps be taken:

(1) Analyze the particular job involved and determine its purpose and essential functions;

(2) Consult with the individual with a disability to ascertain the precise job-related limitations imposed by the individual's disability and how those limitations could be overcome with a reasonable accommodation;

(3) In consultation with the individual to be accommodated, identify potential accommodations and assess the effectiveness each would have in enabling the individual to perform the essential functions of the position; and

(4) Consider the preference of the individual to be accommodated and select and implement the accommodation that is most appropriate for both the employee and the employer.

The following accommodations are potentially reasonable given the circumstances, but there may well be others to be considered: providing remote instruction to students, teleworking, modified work settings, providing additional PPE, providing leaves with pay and providing leaves without pay. Each case should be analyzed individually based on its own unique circumstances.
Appendix C

Arrival/ Departure Times - TBD
Golden Opportunities Return

Appendix D

Bell Schedules- TBD
Appendix E

Amended District Calendar-
Appendix F

Return to School Protocols-

Given the numerous possible scenarios, each instance will be addressed on an individual basis, in conjunction with the Washington County Department of Public Health, NYS Department of Health, and the district’s medical provider. Below is a general outline of medical protocols that will be followed. They are in no way all-inclusive. It will be essential that impacted families and staff remain in close communication with the district regarding exposure, diagnosis and treatment protocols.

Student or Staff with 100.1 or higher fever without COVID Symptoms-

- If not in buildings, should stay home.
- Seek the advice of family medical provider
- If in the building, will be sent to the building’s isolation room and sent home
- Students or staff may return to school after a full 24 hours of fever-free without fever-reducing medication

Student or Staff with 100.1 or higher fever with COVID Symptoms-

- If not in buildings, should stay home
- Seek the advice of family medical provider
- If in the building, will be sent to the building’s isolation room and sent home
- School Nurse or COVID Liaison will contact NYS Public Health
- If a positive diagnosis for COVID, individuals may not return to school or work until they have been 10 days symptom-free and three days fever-free without fever-reducing medication

Student or Staff with direct exposure to a documented case of COVID-

- Inform building nurse or direct supervisor
- Contact Washington County Department of Health is they have not been in contact with you
- Contact a family medical provider
- Begin 14-day quarantine, following the advice of public health and family medical providers