

Employee Council Minutes - 12/7/20
Virtual Meeting

- Welcome - Mr. Wise welcomed everyone to the meeting. Mr. Wise discussed the rationale for going remote which has included the sub fill rate and employees backfilling in the classroom. Mr. Wise said we just hit a tipping point where we needed to move to remote learning. Mr. Wise said in January we need to move towards in-person learning for our younger learners. January 5th is the date we plan to be back in person at the elementary level and for special needs students at the secondary level.

Mr. Wise stated that he wants to bring back elementary staff and students, evaluate how that is working and then look at potentially bringing back middle school and then high school if all is going well.

- Mr. Wise opened the floor for questions. Questions are listed below:
 - Do you have a particular time frame on when you will evaluate how things are going (i.e. every couple of weeks)? Mr. Wise said he thinks we can evaluate high school and middle school together. He said that to bring back everyone in full, we need to make sure sustainability is there. We will be looking at our safety data as well as our operational data for guidance. If vaccines come out sooner than expected, this will be a game changer. Because we can't control the timing of vaccines, it is hard to set definitive timelines. Mr. Wise said he is leaning towards the phase in approach. Once elementary is back, we will evaluate bringing middle school back towards the end of January.
 - Mr. Wise asked employee council members if there is anything that DCSD leadership is missing. One staff member said that it would be helpful to make a definitive call on when each level is coming back. Once the call is made, staff will make the necessary adjustments.
 - A staff member asked if students and staff will return in person after break, regardless of what the metrics say. Mr. Wise said that the data shows elementary school transmissions are low. Leadership is trying to determine how to help the most impacted kids be in school; and we are working on ensuring everyone has the necessary PPE.
 - Can employees opt out of the vaccine when it comes out? Mr. Wise said "Yes. Employees can opt out of the vaccine."
 - What happens to FFCRA funding at the end of December? Ms. Thompson said FFCRA will end on 12/31. The new law, HFWA, has a provision for public health emergency leave. This allows employees to take up to 80 hours of paid leave for situations like isolation and quarantine.
 - Are there side effects when getting the vaccine, and do they mimic COVID? Would getting the vaccine cause staff or students to quarantine? Ms. Ingalls said we don't

know enough about the vaccine to know what the side effects would be like. Ms. Ingalls believes that employees would not have to quarantine because they wouldn't be infectious; however, if employees aren't feeling well, they are encouraged to stay at home.

- Ms. Thompson asked employee council members what other questions or feedback they have.
 - When will Canvas sync with IC? Mr. Wise said he believes that Canvas and IC sync with the gradebooks. He suggested that the staff member reach out to the CRT at the building for assistance.
 - Would like to see moderate needs students daily. Is that a possibility? Mr. Wise said that with the most impacted students, we are looking at increasing the amount of time they are at school. We are also looking at how to serve our most at risk population. We have added Transportation to pick up all of our identified students. Ms. Ingalls said decisions will be made based on individual student needs. We will not determine that all students in a particular disability category will be coming into the buildings. This will be handled at the school level on an individual basis.
 - In moving forward with students coming back on January 5th at the elementary level, will there be new protocols with contact tracing? Are there any lessons learned? Mr. Wise said a lot of great collaborative work is happening here. There have been changes and more targeted quarantining has been added. Ms. Ingalls said that many school districts provided input to the state about the impact of quarantines to schools. The state made updates to their guidance as a result. We are not limited to following a certain level on the CDPHE dashboard. We can do contact tracing on any level on the dial. The state helped to identify if a person has a positive PCR COVID test in the past 90 days, they won't be subject to a quarantine if they were exposed.
 - When elementary returns in January, we would like to see guidelines on how to keep support staff out of quarantine, as they are often in multiple classes during the day.
 - Making furlough days the last day of the quarter, has the potential to put undue pressure on teachers trying to get grades into IC. Mr. Wise said to work with the individual schools on how this can best be addressed.
 - One staff member sent a shout out to Transportation for their support and hard work during the pandemic.
 - With the CDC announcing updated quarantine guidelines, will the state update their guidelines to shorten time frames from 14 to 10 days? Mr. Wise said this is in process. Ms. Ingalls said the state is working on their updates now. At a certain time in the quarantine, if someone is tested and it is negative, their times can be shortened. This is also true if someone who is positive has no symptoms.

- One staff member gave a shout out to CIPG. “They are doing so much work to keep our schools running and providing curriculum information, as well as being a sounding board.” “They are the PLS for PLS.”
 - A number of parents have complimented the district on the transition to e-learning.
- Mr. Wise closed the meeting by saying he appreciates the willingness to provide feedback and ask questions.