

Empowering school boards and their leadership teams to make decisions that are right for each child and their local communities!

1900 Series COVID-19 Emergency Policies

The 1900 Series - COVID-19 Emergency Policies have been developed to support school boards who:

Return to an in person instruction model through the remainder of this year

Incorporate
a proficiency
element to either
offsite or onsite
learning plan

Continue
offsite learning
through
completion of
this school
year

Once your district has considered what instruction models it intends to use through the end of the year including onsite, offsite, online, proficiency-based or a blended model, please utilize the color coded dots to help guide which policies and options from the MTSBA COVID-19 Emergency Policies your district will need to adapt in order to implement your identified model.





















__SCHOOL DISTRICT

1900 SERIES COVID-19 EMERGENCY POLICIES

TABLE OF CONTENTS

1900	Introduction
1901	School District Policy and Procedures
1903	School District Meetings and Gatherings
1905	Student, Staff, and Community Health and Safety
1700	Administrative Procedures for Health and Safety
1906	Student Instruction and Services
1906P	Student Instruction Resources and Best Practices
1907	School District Declaration of Emergency
1908	Family Engagement
1908F	Family Onsite Opt-Out Form
1909	Human Resources and Personnel
1910	Personnel Use of Leave
1910F1	Emergency Paid Sick Leave Employee Request Form
1910F2	EFMLA Employee Request Form
1911	School District Budget Adoption and Amendment and Audit



2 3 4

COVID-19 Emergency Policies

The board of trustees and its staff are operating under unusual, even unprecedented circumstances by virtue of the declaration of a statewide emergency by the Governor and the executive orders related to school closure to address concerns from the COVID-19 Virus and/or the declaration of an unforeseen emergency (community disaster) made by the Board of Trustees. In light of the COVID-19 pandemic, the Board of Trustees has found it necessary to adopt temporary policies related to emergency school closures, the ongoing provision of educational services to students, meetings of the Board, gatherings on school property, health and safety of students, staff and community members, human resource matters and budgetary matters. To ensure clarity and transparency, the board has organized all emergency school policies into a temporary chapter. The Board has also included this introductory section as a heading for each policy to ensure understanding of the purpose and duration of each policy adopted pursuant to this chapter.

Purpose(s) of Policies

- 1. Ensuring that locally-elected trustees charged with the supervision and control of their local public schools, in collaboration with their staff leadership teams, make decisions that are in the best interests of students, staff and the community served.
- 2. Ensuring measures to protect the health and safety of students, staff and community members.
- 3. Addressing issues relating to student instruction and family engagement.
- 4. Addressing barriers to learning presented by distance.
- 5. Improvement of instruction in on-site, offsite, and/or on-line settings
- 6. Ensuring continuity of employment of school district staff and/or continuity of services provided by contract transportation providers.
- 7. Ensuring accountability to families with children.

Term of COVID-19 Emergency Measures Policies

School District Policies Numbered 1900-1999 are intended to govern during any emergency related to COVID-19 declared by the President, Congress, Montana Legislature, Governor, Montana Department of Public Health and Human Services, county health department or the board of trustees. The term of School District Policies Numbered 1900-1999 shall run until terminated by a vote of the board of trustees.

Cross Reference: Policy 2221 – 2221P – School Closure

Policy 1400 – Board Meetings Policy 1310 – Policy and Procedure Policy 1420 – Meeting Procedure

Legal Reference: Executive Orders – 2-2020 and 3-2020 – Office of the Governor and

46 accompanying Directives

Section 20-9-801-806, MCA – Emergency School Closure
Section 50-1-202-204, MCA – Public Health Laws
Section 10-3-104, MCA – General Authority of Governor
Article X, section 8 – Montana Constitution

Policy History:
Adopted on:
Revised on:
Revised on:
Terminated on:

R **ANACONDA School District** 1 2 1901 **COVID-19 Emergency Measures** 3 4 **Emergency Policy and Procedures** 5 6 Applicability of Emergency Policy Series 7 8 During a state of emergency declared by the Board of Trustees or other local, state or federal agency, 9 official, or legislative body, the provisions in the emergency policies adopted by the Board of Trustees as 10 codified at 1900-1999 in the district policy manual will govern in the event of any conflict or 11 inconsistency between an emergency policy and other provision in the district policy manual. All other 12 aspects of the district policy manual not affected by the provisions in the emergency policy series 13 continue to be in full effect. 14 15 16 Legal References 17 In the absence of a legal reference on an emergency policy adopted by the Board of Trustees, the policy is 18 specifically based on the Board of Trustees authority to supervise and control the schools within the 19 District in accordance with Article X, section 8 of the Montana Constitution. 20 21 Adoption and Amendment of Policies 22 23 New or revised policies that are required or have required language changes based on State or Federal law 24 or directive, required by administrative rule, or are required due to a declaration of emergency issued by 25 the Board of Trustees or other state or federal agency official or legislative body may be adopted after the 26 first (1st) reading if notice has been given through the board agenda provided to the trustees and public. 27 All new or amended policies adopted as part of the emergency policy series shall become effective 28 immediately upon adoption; unless a specific effective date is stated in the motion for adoption. 29 30 Suspension of Policies 31 32 Under circumstances that require waiver of a policy, the policy may be suspended by a majority vote of 33 the trustees present. To suspend a policy, however, all trustees must have received written notice of the 34 meeting, which includes the proposal to suspend a policy and an explanation of the purpose of such 35 proposed suspension. 36 37 Administrative Procedures 38 39 The Superintendent shall develop such administrative procedures as are necessary to ensure consistent 40 implementation of policies adopted by the Board of Trustees. 41 42 43 District policy and record of acts Legal References: § 20-3-323, MCA 44 Board of Trustees 10.55.701, ARM 45 Title 20, Chapter 9 Part 8, MCA 46 Policy History: 47 Adopted on: 48 Reviewed on: 49

Terminated on:

Revised on:

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COVID-19 Emergency Measures

School District Meetings, Gatherings, Events, and Visitors

The School District has adopted the protocols outlined in this policy to govern during the term of the declared public health emergency to ensure individuals present at a school facility for events or other operationally related reasons honor safety protocols. The supervising teacher, principal, superintendent or designated personnel are authorized to implement this policy in coordination with state and local health officials.

The Board of Trustees may authorize School District physical meetings, gatherings, and events when the event is deemed essential to district operations. Physical meetings, gatherings, and events shall not be held without prior authorization of the Board of Trustees.

Physical meetings, gatherings, and events held on school property shall be limited to outdoor areas including the stadium, field, or other open areas designated by the Board of Trustees. All attendees at a meeting, gathering, or event authorized by the Board of Trustees held outdoors are required to honor the applicable health and safety protocols outlined in District Policy 1905 including but not limited to physical distancing. The School District shall provide suitable space for physical distancing to occur and, if practicable, markings and walking routes in the area where the event shall be held to preserve a safe event setting.

Vulnerable individuals (defined by the Centers for Disease Control at the time of this policy's adoption as those age 65 or older or those with serious underlying health conditions, including high blood pressure, chronic lung disease, diabetes, obesity, asthma, and those whose immune system is compromised such as by chemotherapy for cancer and other conditions requiring such therapy) must not attend School District meetings, gatherings, or events held in accordance with this policy. Precautions must be taken to isolate from vulnerable residents. The School District shall accommodate vulnerable individuals so they may participate in the meeting gathering or event via electronic means.

The Board of Trustees may authorize School District physical meetings, gatherings, and events when the event is deemed essential to district operations. Physical meetings, gatherings, and events shall not be held without prior authorization of the Board of Trustees.

All attendees at physical meetings, gatherings, and events held on school property in an outdoor area including the stadium, field, or other open area designated by the Board of Trustees shall be required to honor the applicable health and safety protocols outlined in District Policy 1905 including, but not limited to, physical distancing. The School District shall provide suitable space for physical distancing to occur and, if practicable, markings and walking routes in the area where the event shall be held to preserve a safe event setting.

Physical meetings, gatherings, and events shall be limited to 50 people when held inside a school building. All attendees at a meeting, gathering, or event authorized by the Board of Trustees held inside the school facility are required to honor the health and safety protocols outlined in District Policy 1905.

Vulnerable individuals (defined by the Centers for Disease Control at the time of this policy's adoption as those age 65 or older or those with serious underlying health conditions, including high blood pressure, chronic lung disease, diabetes, obesity, asthma, and those whose immune system is compromised such as by chemotherapy for cancer and other conditions requiring such therapy) must not attend School District meetings, gatherings, or events held in accordance with this policy. Precautions must be taken to isolate from vulnerable residents. The School District shall accommodate vulnerable individuals so they may participate in the meeting gathering or event via electronic means.

Visitors to Schools

Visitors to the interior of any school building shall not be permitted without the express approval of the supervising teacher, principal, superintendent or designated. Visitors that are authorized to be present in any school building must adhere to all health and safety guidelines outlined in District Policy 1905.

Volunteers

Volunteers utilized by the School District that have been approved in accordance with District Policy 5430 may enter the school building in accordance with the protocols outlined in District Policy 1905.

Facilities Use Agreements

The Board of Trustees suspends community use of District facilities. Unless an event is specifically identified as necessary by the Board of Trustees, Facilities Use Agreements and other similar requests submitted in accordance with District Policy 4330 shall not be considered while this policy governs the period of a public health emergency.

Enforcement

Visitors to any school building or any attendee at a meeting, gathering, or event authorized by the Board of Trustees in accordance with this policy who fail to honor the requirements of District Policy or the directives of School District officials shall be asked to correct their conduct or leave the meeting, gathering, or event in accordance District Policy 4315.

Cross Reference: Policy 1901 – School District Policy and Procedures Policy 1905 – Student, Staff, and Community Health and Safety

Policy 1400 – Board Meetings Policy 5430 – Volunteers

46 Policy 4301 – Visitors to Schools

1 2 3		Policy 4332 – Conduct on School Property Policy 4315 – Visitor and Spectator Conduct Policy 4330 – Community Use of School Facilities
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7	Policy History: Adopted on: MAY	4.2.2020
8	Adopted on: MAY	3 2020
9	Reviewed on:	
10	Revised on:	
11	Terminated on:	

COVID-19 Emergency Measures

Page 1 of 2

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Use of Transportation Funds During Periods of Emergency Declaration

Pursuant to guidance issued from the Office of Public Instruction, the board of trustees authorizes the following expenditures of its FY20 budgeted transportation funds that are in addition to traditionally authorized expenditures. The expenditures below are, as noted in OPI guidance, transportation services which provide instructional services to students.

- Transportation of food and meals used in nutritional programs.
- Purchase of equipment to ensure food safety.
- Providing accessibility to student services for remote learning.
- Providing instructional materials to students, including but not limited to internet service adequate to allow students to effectively access curriculum during periods of school closure.
- Cost of instructional materials, supplies, and software licenses.
- Costs of technological equipment needed for offsite instruction/correspondence study purchased by the school district and loaned to students without such equipment.
- Cost of correspondence study.
- Costs of providing services to students with an IEP or a plan adopted pursuant to section 504 of the 1973 Rehabilitation Act.
- Costs of time off or repurposed time for staff normally paid from the transportation fund.
- Costs to contractors of transportation services.

Cost Guidelines

The board of trustees authorizes the Superintendent to exercise his/her professional judgment and discretion as to the necessity, quality and amount of all expenses referenced below. Aggregate costs of items below are to remain within the budget limits adopted by the board of trustees for the FY20 transportation budget, including any budget amendments adopted by the board of trustees prior to the completion of FY20.

- Any costs consistent with costs under normal operation, including costs referenced in any contract to which the district is a party.
- Actual costs of delivering meals to students at locations authorized by any and all waivers
 of regular rules for school nutrition programs that have been adopted by the United States
 Department of Agriculture or the Office of Public Instruction.
- Any costs consistent with and necessary to comply with an IEP or section 504 plan.
- Actual costs of equipment, software and service necessary to bridge digital divides or provide a quality learning environment for students, including:

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Cross Reference:

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> 38 Policy History: 39

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Reviewed on: 41 Revised on: 42

Terminated on: 43

Equipment necessary to provide wi-fi in a student's home, including any equipment qualifying for discount under the federal E-Rate program;

Equipment necessary to allow students to effectively participate in offsite instruction with an emphasis on ensuring opportunities for real time interactions, collaboration, and effective engagement in the learning process by students.

Equipment purchased under this section may include any combination deemed necessary and appropriate by the Superintendent, including but not limited to mobile devices, tablets and laptops.

Equipment purchased under this section shall become and remain the property of the district and shall be provided to students through a loan/checkout service developed by the Superintendent.

Software to ensure a safe and appropriate online learning experience by students of the district.

Internet service at an adequate bandwidth to ensure full and effective use of instruction delivery and interaction methods employed by the district as part of its offsite learning program.

If there are multiple internet service providers in the community, the board authorizes the superintendent to choose either a single provider or to allocate/rotate selection from among all providers in the community meeting minimum bandwidth and other safety and quality standards deemed necessary and appropriate by the superintendent.

Policy 3612 - District-Provided Access to Electronic Information,

Services, and Networks

Policy 3612P - District-Provided Access to Electronic Information,

Services, and Networks Procedure

Policy 3612F - Internet Access Agreement

Policy 3650 - Montana Pupil Online Personal Information Protection Act

Policy 3650F - Montana Model Data Privacy Agreement

Policy 2168.- Distance Learning

Policy 2170 – Montana Digital Academy

Section 20-10-101(5), MCA - Transportation

Policy 2170P - Montana Digital Academy Procedures

Legal Reference:

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COVID-19 Emergency Measures

Student, Staff, and Community Health and Safety

The School District has adopted the protocols outlined in this policy during the term of the declared public health emergency to ensure the safe and healthy delivery of education services provided to students on school property in accordance with Policy 1906, and a safe workplace when staff are present on school property in accordance with Policy 1909, and the safety, health and well-being of parents and community members. The supervising teacher, principal, superintendent or designated personnel are authorized to implement the protocols in coordination with state and local health officials.

Symptoms of Illness

Students and staff who are ill, feeling ill, diagnosed as ill, or otherwise demonstrating symptoms of illness must not come to school or work. Students who have a fever or are exhibiting other signs of illness must be isolated in a designated area until such time as parents or caregiver may arrive at the school to retrieve the ill student. All surfaces and areas should be thoroughly cleaned and disinfected once the student has vacated the area by staff utilizing safety measures in accordance with state and/or local health standards as applicable. Students may engage in alternative delivery of education services during the period of illness or be permitted to make up work in accordance with District Policy 1906. Staff members will be provided access to leave in accordance with District Policy 1911 or the applicable Master Contract or Memorandum of Understanding.

Parents, guardians, or caregivers of students who are ill, feeling ill, diagnosed as ill, or otherwise demonstrating symptoms of illness must not be present at the school for any reason including but not limited events or gatherings or to drop off or pick up students excepted as provided by this policy. To avoid exposing others to illness, parents or caregivers who are ill must make arrangements with others to transport students to school or events, if at all practicable. If not practicable, parents, guardians or caregivers must not leave their vehicle during pickup or drop off and must arrange with District staff to supervise students in accordance with physical distancing guidelines in this Policy.

Physical Distancing

Recess will continue as scheduled in accordance with physical distancing guidance without the use of playground equipment. Any other use of school playgrounds is strictly prohibited.

Drop off and pick up of students will be completed in a manner that limits direct contact between parents and staff members and adheres to social distancing expectations around the exterior of the school building while on school property.

To the extent possible, elementary school courses will be delivered to the same group of students each day, and the same teachers will remain with the same group in the same separate and designated room each day. Meal service and courses delivered in a separate areas such as library, gymnasium, and music room will be delivered in the designated classroom for each group of students. Recess and use of playgrounds during recess are permitted on an adjusted schedule to maintain appropriate student groupings. Transportation services will be provided in accordance with cleaning and disinfection procedures outlined in this policy.

Secondary school courses will be delivered using a restructured bell system to minimize student interaction in common areas. Upon arriving in a classroom, secondary school students will be provided disinfecting wipes or disinfecting spray and disposable paper towel and time to clean their learning area or desk. Meal service for secondary students will be provided through a grab and go lunch that will be eaten in designated areas.

Parent arrival times to drop-off and pick up students riding with parents and caregivers will be staggered in designated intervals by grade level through a schedule set by the supervising teacher or building administrator.

Drop off and pick up of students will be completed in a manner that limits direct contact between parents and staff members and adhere to social distancing recommendations in the exterior of the building.

Visitors to the school authorized by District Policy 1903 will maintain a six-foot distance between themselves and others. This distancing requirement does not apply to individuals who are a part of the visitor's regular household isolation group when the group is authorized to present at the school facility.

Masks as Personal Protective Equipment

Staff and students may wear a mask while present in any school building. The School District does not require the use of masks and will not provide masks except in cases required by this policy or at the discretion of the administration. The Board of Trustees' decision to not require or provide masks is based on a review of the circumstances in the community and consultation with local health officials on issues including but not limited to the possibility of exposure and availability of masks.

Cleaning and Disinfecting

School district personnel will routinely both clean by removing germs, dirt and impurities and disinfect by using chemicals to kill germs on all surfaces and objects in any school building and on school property that are frequently touched. This process shall include cleaning objects/surfaces not ordinarily cleaned daily.

Personnel will clean with the cleaners typically used and will use all cleaning products according to the directions on the label. Personnel will disinfect with common EPA-registered household disinfectants. A list of products that are EPA-approved for use against the virus that causes COVID-19 is available from the supervising teacher or administrator. Personnel will follow the manufacturer's instructions for all cleaning and disinfection products.

The District will provide EPA-registered disposable wipes to teachers, staff, and secondary students so that commonly used surfaces (e.g., keyboards, desks, remote controls) can be wiped down before use. Supervising teacher or administrators are required to ensure adequate supplies to support cleaning and disinfection practices.

Student Arrival

Hand hygiene stations will be available at the entrance of any school building, so that children can clean their hands before they enter. If a sink with soap and water is not available, the School District will provide hand sanitizer with at least 60% alcohol. Hand sanitizer will be kept out of elementary students' reach and student use will be supervised by staff.

A District employee will greet children outside the school as they arrive to ensure orderly compliance with the provisions of this policy.

Temperature Screening

Designated School District staff are authorized to test the temperature of students with an approved non-contact or touchless temperature reader. Students who have a fever or are exhibiting other signs of illness must be isolated in a designated area until such time as parents or caregiver may arrive at the school to retrieve the ill student. All surfaces and areas should be thoroughly cleaned and disinfected once the student has vacated the area.

When administering a temperature check on a possibly ill student, designated staff members will utilize available physical barriers and personal protective equipment to eliminate or minimize exposures due to close contact to a child who has symptoms during screening.

Healthy Hand Hygiene Behavior

All students, staff, and others present in the any school building will engage in hand hygiene at the following times, which include but are not limited to:

- Arrival to the facility and after breaks
 - Before and after preparing, eating, or handling food or drinks
 - Before and after administering medication or screening temperature
- After coming in contact with bodily fluid
- After recess
 - After handling garbage
 - After assisting students with handwashing

• After use of the restroom

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Hand hygiene includes but is not limited to washing hands with soap and water for at least 20 seconds. If hands are not visibly dirty, alcohol-based hand sanitizers with at least 60% alcohol can be used if soap and water are not readily available.

Staff members will supervise children when they use hand sanitizer and soap to prevent ingestion.

Staff members will place grade level appropriate posters describing handwashing steps near sinks.

Vulnerable Individuals

Vulnerable individuals who have documented high risk designation from a medical provider are entitled to reasonable accommodation within the meaning of that term in accordance with the Americans with Disabilities Act and Section 504 as outlined in District Policy 5002. These accommodations may include but are not limited to teleworking in accordance with a work plan developed in coordination with and authorized by the supervising teacher, administrator or other designated supervisor. Such employees may also be eligible for available leave in accordance with the applicable policy or master agreement provision.

Food Preparation and Meal Service

Facilities must comply with all applicable federal, state, and local regulations and guidance related to safe preparation of food.

Sinks used for food preparation must not be used for any other purposes.

Staff and students will wash their hands in accordance with this policy.

Transportation Services

The Board of Trustees authorizes the transportation of eligible transportees to and from the school facility in a manner consistent with the protocols established in this policy. The transportation director and school bus drivers will clean and disinfect each seat on each bus after each use.

Public Awareness

The School District will communicate with parents, citizens, and other necessary stakeholders about the protocols established in this policy and the steps taken to implement the protocols through all available and reasonable means.

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Confidentiality

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This policy in no way limits or adjusts the School District's obligations to honor staff and student privacy rights. All applicable district policies and handbook provision governing confidentiality of student and staff medical information remain in full effect.

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Transfer of Funds for Safety Purposes

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The Board of Trustees may transfer state or local revenue from any budgeted or non-budgeted fund, other than the debt service fund or retirement fund, to its building reserve fund in an amount not to exceed the school district's estimated costs of improvements to school and student safety and security to implement this policy in accordance with District Policy 1006FE.

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Cross Reference:
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Policy 1901 – School District Policy and Procedures Policy 1906 - Student Services and Instructional Delivery Policy 1907 – Transportation Services Policy 1006FE - Transfer of Funds for Safety Purposes Policy 3410 - Student examination and screenings Policy 3417 - Communicable Diseases

Policy 3431 - Emergency Treatment Policy 1911 - Personnel Use of Leave

Policy 1910 - Human Resources and Personnel

Policy 4120 - Public Relations

Policy 5002 - Accommodating Individuals with Disabilities

Policy 5130 - Staff Health

Policy 5230 - Prevention of Disease Transmission

Policy 6110 – Superintendent Authority Policy 6122 - Delegation of Authority

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Policy History: Adopted on: MAY 1 3 2020

Reviewed on: 41

42 Revised on:

43 Terminated on:

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COVID-19 Emergency Measures

Student Instruction and Services

The School District has adopted the protocols outlined in this policy to govern during the term of the declared public health emergency to ensure the delivery of education services to students onsite at the school, offsite at other locations using available resources including but not limited to online methods. The supervising teacher, principal, superintendent or designated personnel are authorized to implement this policy.

As outlined in District Policy 2100, and except for students determined by the School District to be proficient using School District assessments, the adopted calendar has a minimum number of 720 aggregate instructional hours for students in kindergarten through third grade; 1,080 hours for students in fourth through eleventh grade and 1,050 hours for students in twelfth grade.

The School District may satisfy the aggregate number of hours through any combination of onsite, offsite, and online instruction. The District administration is directed to ensure that all students are offered access to the complete range of educational programs and services for the education program required by the accreditation standards adopted by the Montana Board of Public Education.

For the purposes of this policy and the School District's calculation of ANB and "aggregate hours of instruction" within the meaning of that term in Montana law, the term "instruction" shall be construed as being synonymous with and in support of the broader goals of "learning" and full development of educational potential as set forth in Article X, section 1 of the Montana Constitution. Instruction includes innovative teaching strategies that focus on student engagement for the purposes of developing a students' interests, passions, and strengths. The term instruction shall include any directed, distributive, collaborative and/or experiential learning activity provided, supervised, guided, facilitated or coordinated by the teacher of record in a given course that is done purposely to achieve content proficiency and facilitate the learning of, acquisition of knowledge, skills and abilities by, and to otherwise fulfill the full educational potential of each child.

Staff shall calculate the number of hours students have received instruction as defined in this policy through a combined calculation of services received onsite at the school or services provided or accessed at offsite or online instructional settings including, but not limited to, any combination of physical instructional packets, virtual or electronic based course meetings and assignments, self-directed or parent-assisted learning opportunities, and other educational efforts undertaken by the staff and students that can be given for grade or credit. Staff shall report completed hours of instruction as defined in this policy to the supervising teacher, building principal, or district administrator for final calculation.

Students shall receive grades for completed coursework in accordance with the grading scale for the individual staff member or the alternative grading procedures outlined in District Policy 1902.

The Board of Trustees may revise the school calendar to adjust the completion of the school year for particular grade levels and groups once students have satisfied the required number of applicable aggregate hours.

 In order to comply with the requirements of the calendar, District Policy and Section 20-1-301, MCA, the District shall implement the instructional schedules and methods identified in this policy.

School Facility as Instructional Setting

The Board of Trustees authorizes instruction of students at the school facility in a manner that satisfies the aggregate number of instructional hours outlined in the School District's adopted or revised calendar for the 2019-2020 school year.

All educational and related services provided at the school facility shall be completed in accordance with the health and safety protocols outlined in District Policy 1905.

Offsite and Online Instructional Setting

The Board of Trustees authorizes offsite and online instruction of students in a manner that satisfies the aggregate number of instructional hours outlined in the School District's adopted or revised calendar for the 2019-2020 school year. Offsite and online delivery methods shall include a complete range of educational services offered by the School District and shall comply with the requirements of applicable statutes. Students completing course work through an offsite or online instructional setting shall be treated in and have their hours of instruction calculated in the same manner as students attending an onsite institutional setting.

The Board of Trustees authorizes the supervising teacher or district administrator to permit students to utilize an offsite or online instructional setting at parental request if onsite instruction is offered in the School District in accordance with Policy 1908.

Students receiving offsite delivery of education services may be eligible for assistance with accessibility to offsite or remote learning opportunities in accordance with District Policy 1904.

Proficiency-Based Learning

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The Board of Trustees authorizes proficiency-based ANB calculation in situations when a student demonstrates proficiency in a course area as determined by the Board of Trustees using district assessments consistent with the School District's adopted Plan of Action, District Policy 1005FE, or other measures approved by the Board of Trustees during the course of the 2019-2020 school year.

The Board of Trustees waives the minimum number of instructional hours for students who demonstrate proficiency in a course area using district assessments that include, but are not limited to, the course or class teacher's determination of proficiency as defined by the Board of Trustees. This determination shall be based on a review of the student's completed coursework, participation in course delivery, and other methods applicable to the specific course or class. The Board of Trustees authorizes the use of the proficiency determination process for students who have selected this method of delivery, students for whom the School District is unable to document satisfaction of the required minimum aggregate number of hours through the offsite or onsite methods outlined in this policy, or other students whom School District personnel determine satisfy the definition of proficient or meeting proficiency.

This provision is based in the declaration by the Montana Legislature that any regulation discriminating against a student who has participated in proficiency-based learning is inconsistent with the Montana Constitution.

Special Education and Accommodation of Disabilities or Diagnoses

Students shall receive services in accordance with the applicable Individualized Education Plan or Section 504 Plan based on methods and locations agreed upon and documented by the applicable team to meet the student's needs and goals. The supervising teacher or building administrator shall coordinate with parents and the special education staff or cooperative to ensure all applicable statutes are followed in accordance with U.S. Department of Education guidelines.

Student Attendance

The Board of Trustees authorizes the supervising teacher, building principal or district administration to set an attendance policy for students that takes into account the location of instructional services, the applicability of proficiency-based instruction, the student's grade level, and the health and safety of the student and their household. Students are expected to complete assigned work. If a student is not present for the instructional day, the student shall be permitted to complete all work assigned by the teacher if not present for instruction within a reasonable period of time determined by the teacher. Students shall not lose credit or incur a grade reduction for reasons related to attendance without good reason as determined by the Board of Trustees.

Student Safety and Counseling

Students shall have access to regular school counseling services whether their instruction is provided in an onsite, offsite or online setting. Staff shall promptly report any suspected student distress or concern to their supervisor for review and referral. Students receiving instruction in an offsite setting are governed by the staff obligation to report suspected child abuse or neglect.

Homeless Students and Students in Foster Care

This policy in no way limits or adjusts the School Districts obligations to homeless students or students in foster care. Applicable District policies serving these students or this population of students remain in full effect.

Student Discipline

This policy in no way limits or adjusts the School District's expectations for student conduct. All applicable district policies and handbook provisions governing student conduct remain in full effect.

Summer School

The Board of Trustees authorizes a summer program of instructional offerings for the purpose of remediation of credit, maintenance of skills, and enrichment. All classes offered for credit must meet minimum state requirements for accreditation and may be delivered at the school or at another offsite location. Remediation credit courses shall be offered, grades 9-12, in accordance with District advancement requirements. Credit course offerings must be approved by the Board of Trustees

Legal Reference:	Article X, Section 1, Montana Constitution Section 20-1-101, MCA – Definitions Section 20-1-301, MCA – School Fiscal Year Section 20-9-311, MCA – Calculation of Average Number Belonging Section 20-7-118, MCA - Offsite Provision of Educational Services Section 20-7-1601, MCA – Transformational Learning –Legislative Intent ARM 10.55.906(4)) – High School Credit
Cross Reference:	Policy 1005FE - Proficiency-Based Learning

39		ARM 10.55.906(4)) – High School Cledit
40 41	Cross Reference:	Policy 1005FE - Proficiency-Based Learning
42	Closs reference.	Policy 1902 – Alternative Grading
43		Policy 1905 - Staff, Student, and Community Health and Safety
44		Policy 2100 – School Calendar
45		Policy 2140 – Guidance and Counseling
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Policy 5 of 5 1 2 Policy 2161 – Special Education 3 Policy 2168 – Distance Learning 4 Policy 2410 – Graduation 5 Policy 2420 – Grading and Progress Reports 6 Policy 2421 – Promotion and Retention 7 Policy 2150 - Suicide Training and Awareness 8 Policy 3125 – Homeless Students 9 Policy 3122 - Attendance Policy 10 Policy 3310 - Student Discipline 11 12 13 Policy History: Adopted on: MAY 1 3 2020 14 15 Reviewed on: 16 Revised on: 17 Terminated on: 18

ANACONDA School District COVID-19 Emergency Measures School District Declaration of Emergency The Board of Trustees is authorized to declare that a state of emergency exists within the community. A declaration issued by the Board of Trustees is distinct from any declaration in effect or previously issued by local, state or federal authorities. An emergency declaration issued by the Board of Trustees authorizes the School District to take extraordinary measures to protect students and staff while delivering education services in a manner authorized by law. The method and location of instruction and related educational services shall be implemented in a manner that serves the needs of students, their families, and staff and preserves the School Districts full entitlement of funding.

14 15 **Emergency School Closure** Section 20-9-801 - 802, MCA Legal Reference: 16 School closure by declaration of Section 20-9-806, MCA 17 emergency 18 Rate of reduction in annual Section 20-9-805. 19 apportionment entitlement. 20

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22 Policy History
Adopted on:
Reviewed on:
Revised on:

Terminated on:

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COVID-19 Emergency Measures

1908

Family Engagement

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The Board of Trustees authorizes the supervising teacher or district administrator to provide Policy 1908F to families requesting to opt-out of onsite instruction at the school facility for the duration of the declared public health emergency.

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Students of families opting out of onsite instruction at the school facility for the remainder of the 2019-2020 school fiscal year shall receive offsite, online, and proficiency-based instruction, or any combination of the foregoing at the discretion of the School District in accordance with District Policy 1906. School District staff shall arrange for any combination of physical instructional packets, virtual or electronic based course meetings and assignments, self-directed or parent/guardian-assisted learning opportunities, and other educational efforts available to staff and students that can be relied upon for grade or credit in order to satisfy the minimum aggregate number of hours or determination of proficiency for the requesting student. Students determined to be proficient in one or more courses of the district shall be incorporated in the School District's calculation of ANB, with such ANB fraction to be converted to an hourly equivalent based on the hours of instruction ordinarily provided for the content over which the student has

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Students of families opting out of onsite delivery shall be treated the same as students instructed at the school facility for purposes of grading, discipline, and other educational rights.

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Section 20-1-101, MCA – Definitions Legal Reference:

Section 20-1-301, MCA - School Fiscal Year 28

Section 20-9-311, MCA - Calculation of Average Number Belonging Section 20-7-118, MCA - Offsite Provision of Educational Services

Section 20-7-1601, MCA - Transformational Learning -Legislative Intent

ARM 10.55.906(4)) - High School Credit

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Policy 1906 - Student Instruction and Services Cross Reference: Policy 1908F - Family Onsite Opt-Out Form

35 36 37

Policy History:

Adopted on: MAY 13 2020 38

demonstrated proficiency.

Reviewed on: 39 Revised on: 40

Terminated on: 41

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COVID-19 Emergency Measures

1908F

Family Onsite Instruction Opt-Out Form

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A family who does not want their student to receive instruction and educational services onsite at the school may request to have instruction completed offsite and/or online by completing this form.

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_____, Parent or Guardian of, _____ a student enrolled at _____School District, requests my student receive educational services and instruction at an offsite location and/or for the duration of the declared public health emergency in a manner consistent with the methods identified by the School District.

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I understand my student is expected to complete all assigned work and return it to the teacher in order to receive credit toward a grade to be considered for promotion or credit and in accordance with Policy 1902, if applicable. I further understand that failure to complete work assigned may result in a determination that my student will be retained or otherwise not earn credit.

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Legal Reference:

Parent

Section 20-1-101, MCA - Definitions

Section 20-1-301, MCA - School Fiscal Year

Section 20-9-311, MCA - Calculation of Average Number Belonging Section 20-7-118, MCA - Offsite Provision of Educational Services Section 20-7-1601, MCA - Transformational Learning -Legislative Intent

Date

ARM 10.55.906(4)) - High School Credit

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47 Policy History:

Adopted on: MAY 13 2020

Reviewed on: 49 50 Revised on:

Terminated on: 51

COVID-19 Emergency Measures

Human Resources and Personnel

The School District has adopted the protocols outlined in this policy to govern during the term of the declared public health emergency to ensure clear expectations for District staff while completing their duties in a safe and healthy workplace. The supervising teacher, principal, superintendent or designated personnel are authorized to implement this policy.

Work Schedule and Assignment for Certified Staff

The working conditions for the certified staff shall be governed by a Collective Bargaining Agreement and any applicable Memorandum of Understanding between the Unit and the School District or the individual employment contracts between the employee and the School District. Certified staff shall comply with the emergency policies adopted by the Board of Trustees and related directives from the administration unless there is a provision of a Collective Bargaining Agreement or an applicable Memorandum of Understanding that specifically governs instead of the policy.

Work Schedule and Assignment of Duties for Classified Staff

The working conditions for classified staff are governed by a Collective Bargaining Agreement or any applicable Memorandum of Understanding between the Unit and the School District. Classified staff shall comply with the emergency policies adopted by the Board of Trustees and related directives from the administration unless there is a provision of a Collective Bargaining Agreement or an applicable Memorandum of Understanding that that specifically governs instead of policy.

Personal Conduct

This policy in no way limits or adjusts the School District's expectations for staff conduct. All applicable district policies and handbook provision governing staff conduct remain in full effect

Student Services

Students shall have access to regular instructional services whether their instruction is provided in an onsite, offsite, or online setting. Staff shall promptly report any suspected violation of School District Policy or concern about student health, well-being, or safety to their supervisor for review and referral. Students receiving instruction in an offsite or online setting are governed by all applicable laws, including the staff obligation to report suspected child abuse or neglect.

1 2 Compensation and Benefits 3 Staff shall continue to earn regular compensation and benefits during the period of declared 4 public health emergency. Payroll dates and schedules are not affected by an applicable public 5 health emergency. 6 7 8 9 Evaluation of Staff 10 The Board of Trustees authorizes the administration to adjust or waive the schedule for 11 evaluation of staff to accommodate the changes to the school calendar for the remainder of the 12 2019-2020 school year unless there is a Collective Bargaining Agreement or Memorandum of 13 Understanding specifying the evaluation process of a member of a bargaining unit. 14 15 16 Policy 1905 - Student, Staff and Community Health and Safety Cross Reference: 17 Policy 1906 - Student Instruction 18 Policy 5140 - Classified Assignment 19 Policy 5210 – Assignments and Transfers 20 Policy 5221 - Work Day 21 Policy 5232 - Abused and Neglected Child Reporting 22 Policy 5255 - Disciplinary Action 23 Policy 5223 - Personal Conduct 24 Policy 5012 - Sexual Harassment 25 Policy 5015- Bullying and Intimidation 26 Policy 5130 - Staff Health 27 Policy 5230 – Prevention of Disease Transmission 28 Policy 5222 - Evaluation of Certified and Classified Staff 29 30 Policy History AV 1 3 2020 31 32 Reviewed on: 33 Revised on: 34

Terminated on:

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COVID-19 Emergency Measures

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Reviewed on:

Terminated on:

Revised on:

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COVID-19 Emergency Measures

Personnel Use of Leave

The School District has adopted the protocols outlined in this policy to govern during the term of the declared public health emergency to inform School District staff about leave options. The supervising teacher, principal, superintendent or designated personnel are authorized to implement this policy.

District Leave

School District staff may utilize accumulated leave granted in accordance with Montana law, District policy, a Collective Bargaining Agreement, or applicable Memorandum of Understanding through the regular procedures governing the type of leave requested.

Federal Law Controls Federal Leave Provisions

The Board of Trustees has adopted this policy and related forms on the referenced date based on the law and available federal and state guidance as of the date of such adoption. Federal and state guidance can change following adoption of this policy and forms. To the extent that any subsequently adopted guidance or federal regulation or other controlling interpretation of the law results in a conflict between such guidance, regulation or controlling interpretation and this policy or forms, the provisions of the guidance, regulation or controlling interpretation controls to the extent of any such conflict. The School District shall take reasonable steps to ensure that staff are notified of any change in guidance or federal regulation or other controlling interpretation of the law that creates a conflict with any provision of this policy of forms.

Emergency Paid Sick Leave

In accordance with Federal law, employees may be eligible for two weeks of paid sick leave capped at 80 hours paid at the employee's regular rate of pay when the employee is unable to work because the employee is quarantined in accordance with a Federal, State, or local government order or advice of a health care provider, and/or experiencing COVID-19 symptoms and seeking a medical diagnosis.

Employees may be eligible for two weeks of paid sick leave capped at 80 hours paid at two-thirds the employee's regular rate of pay because the employee is unable to work because of a bona fide need to care for an individual subject to quarantine in accordance with a Federal, State, or local government order or advice of a health care provider, or to care for a child under 18 years of age whose school or child care provider is closed or unavailable for reasons related to COVID-19, and/or the employee is experiencing a substantially similar condition as specified by

1 Policy 1910 2 Page 2 of 2 3 4 the Secretary of Health and Human Services, in consultation with the Secretaries of the Treasury 5 and Labor. 6 7 Eligible employees may request leave available under the Families First Coronavirus Response 8 Act by completing Policy 1910F1 - Emergency Paid Sick Leave 9 10 11 **Emergency Family Medical Leave** 12 13 Employees may be eligible for up to an additional 10 weeks of paid expanded family and 14 medical leave at two-thirds the employee's regular rate of pay when the employee, who has been 15 employed for at least 30 calendar days, is unable to work due to a bona fide need for leave to 16 care for a child whose school or child care provider is closed or unavailable for reasons related to 17 COVID-19. 18 19 Eligible employees may request leave available under the Families First Coronavirus Response 20 Act by completing Policy 1910F2 - Emergency Family Medical Leave. 21 22 Families First Coronavirus Response Act Legal Reference: 23 24 Policy 1910F1 - Emergency Paid Sick Leave Form Cross Reference: 25 Policy 1910F2 - Emergency Family Medical Leave Form 26 Policy 1909 - Human Resources and Personnel 27 Policy 5321 - Leaves of Absence 28 Policy 5328 - Family Medical Leave Act 29 Policy 5329 – Long Term Illness 30 Policy 5330 - Maternity and Paternity Leave 31 Policy 5334 - Vacations 32 33 34 Policy History: Adopted on: WAY 1 3 2020 35 36 Reviewed on: 37 Revised on: 38 Terminated on: 39

ANACONDA SCHOOL DISTRICT - EMPLOYEE REQUEST FORM - EMERGENCY PAID SICK LEAVE

Employees may be entitled to Emergency Paid Sick Leave in accordance with the Families First Coronavirus Response Act (FFCRA) if the employee satisfies eligibility standards. Employees can complete this form and submit it or any questions to BUSINESS OFFICE at 1410 WEST PARK.

Employee Name:	
Mailing Address:	E-mail:
Home Phone Number:	Alternate Phone Number:
Anticipated Begin Date of Leave:	Expected Return to Work Date:

EMPLOYEE REQUEST FOR LEAVE AT FULL PAY

Employees satisfying one of the three standards noted below are eligible for two weeks of leave capped at 80 hours paid at the employee's full regular compensation rate. For a part-time employee it is the number of hours equal to the average number of hours that the employee works over a typical two-week period. Please select the applicable reason and follow the related instructions.

I am unable to work or telework for the following reasons:

I am quarantined pursuant to Federal, State, or local government order.

I am quarantined on the advice of a health care provider.

I am experiencing COVID-19 symptoms and seeking a medical diagnosis.

Please attach the applicable government order or documentation from medical provider corresponding to the item(s) selected.

EMPLOYEE REQUEST FOR LEAVE AT 2/3 PAY

Employees satisfying one of the three standards noted below are eligible for two weeks of leave capped at 80 hours paid at the 2/3 of the employee's regular compensation rate. For a part-time employee it is the number of hours equal to the average number of hours that the employee works over a typical two-week period. Please select the applicable reason and follow the applicable instructions.

I am unable to work or telework for the following reasons:

I need to care for an individual subject to quarantine pursuant to Federal, State, or local government order or advice of a health care provider. I represent that no other person will be providing care for the individual during the period for which the I am receiving Emergency Paid Sick Leave.

Name(s) of the individual(s) being cared for:

I am experiencing a substantially similar condition as specified by the Secretary of Health and Human Services, in consultation with the Secretaries of the Treasury and Labor.

Please attach the applicable government order or documentation from medical provider corresponding to the item(s) selected.

I am unable to work or telework because I need to care for my child under age 18 because my child's elementary or secondary school, childcare provider, or child's place of care has been closed or is unavailable due to a public health emergency. During this period of unavailability or closure, I represent that no other person will be providing care for my child during the period for which I am receiving Emergency Paid Sick Leave.

Section Continued from previous page		
Name(s) and Age(s) of Child or Children:		
If the age of one or more of the child is between 14 and 18, the following special circumstances exist requiring me to care for the child during daylight hours:		
Please attach notice or documentation related to the unavailability of the school, daycare, place of care or person providing care to the child. The School District reserves the right to request confirmation regarding the nature of the closure or unavailability.		
If you are requesting 2/3 paid leave in conjunction with Emergency FMLA to ca school or care closure due to public health emergency, please complete an EFM	re for a child under the age of 18 affected by LA form to submit with this form.	
CONTRACTOR DAY WHEN A CODIED DISTRICT I FAVE		
SUPPLEMENT 2/3 PAY WITH ACCRUED DISTRICT LEAVE		
An employee on Emergency Paid Sick Leave at 2/3 pay as noted above, may che through Emergency Paid Sick Leave with accrued District leave to earn full concuse paid leave during your EFMLA absence to supplement your 2/3 Emergency leave is subject to availability based on confirmation by the School District.	ipensation. Please indicate if you would like to	
Vacation:Hours Sick Leave:Hours Personal: _	Hours	
THE CAME CERTIFICATION AND SIGNATURE		
EMPLOYEE CERTIFCIATION AND SIGNATURE		
I certify that the above information is accurate and complete. I understand that i scheduled return date indicated above or fail to communicate changes in the sch discipline in accordance with School District Policy.	f I fail to report for work on or before the ledule with my supervisor, I may be subject to	
Employee Signature: Da	nte:	
FOR SCHOOL DISTRICT USE ONLY		
Request Received By:	Date:	
Leave Approved By:	Date:	
Period of Leave:		
Duration and Type of Supplemental Leave to Earn Full Pay Approved:		
The School District will retain all records related to this leave request for	at least 4 years for auditing purposes.	

Page 2 – End of Form

1	ANACONDA School District
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3	COVID-19 Emergency Measures
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5	School District Budget Adoption, Amendment and Audit
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7	The period of the school fiscal year affected by the declared public health emergency shall be the
8	longer of the portion of the school fiscal year covered by an emergency declared by the
9	President, Congress, Governor, Montana Legislature, State or County Health Department or the
10	portion of the school fiscal year identified in the board's declaration of an emergency. The
11	School District shall avail itself of all flexibilities allowed by law, rule, or regulation and shall be
12	otherwise governed by the school finance laws and rules of the state of Montana. The School
13	District shall comply with auditing requirements and reserves the authority to assert its rights to
14	manage school district funds or seek state and federal funds in a manner consistent with the full
15	flexibility available under all applicable laws.
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17	Legal Reference: Article X, section 8 Montana Constitution
18	Title 20, Chapter 9, Part 8, Montana Code Annotated
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20	Adopted on: WAY 1 3 2020
21	AND THE COURT OF T
22	Reviewed on:
23	Revised on:
24	Terminated on:







Minimum 6 feet A six-foot distance requirement is very challenging. It amounts to 144 square feet of open individual without anyone space surrounding each KEE YOUR DIST

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even moving.

numbers onto a football field and use the entire space, it

would accommodate no more than 156 people, including guests.

If you extrapolate these

same household together may gather without Note: Families who have been living in the the distance requirements.

been living elsewhere (uncles, aunts, cousins, However, members of the family who have grandparents, etc.) would have to meet distance requirements.





