

School-Based Employees' School-Aged Children at Schools

Below you will find the guidance from Executive Directors regarding how to accommodate staff's school-aged children on site with them. There is nothing wrong with this guidance, and the expectation of the children not distracting or disruption instruction are entirely fair. We agree that accommodations should not interfere with the work being done at schools.

That said, Dr. Thomas said (BoE meeting 12 August 2020; discussion starts @ 42 minutes) that the work would be done on a "school by school basis" to develop a plan to support staff. Be smart and be collaborative in developing a plan that works best for your whole school, incorporating the needs of all and within the expectation of this serving the mission of D11's providing instruction to its students. It may be the plan outlined below, which itself invites flexibility.

We are happy to provide these district-wide expectations for you:

- **All** School-based staff are expected to be on-site at their schools during synchronous learning days, as well as during in-person learning that they are responsible for.
- To make this a bit easier for our employees, we will be allowing school-based employees to bring their school-aged (K-5) children with them to work.
- **Guidelines:**
 - **Space:** Each school will work to set up a "Remote Learning Lab" that is open only to school-aged children of that school's employees. This can be staffed with an ESP (one or more) or teachers – staffing is up to the school. The "how" and "where" of this Remote Learning Lab is up to each school. Please do consider the needs of your itinerant staff members as well, as they are included in all staff.
 - **Principals should convene their staffs to collaboratively decide how to set this up.**
 - **Expectations are the following. Schools can add additional expectations as they see fit:**
 1. It is expected that a teacher does not have his/her own child in the classroom while conducting in-person or synchronous learning.
 2. School rules always apply. Kids cannot run through the building or be loud since there are lots of classes and other staff working.
 3. Students will need to engage in their learning in the Remote Learning Lab.
 4. If they are outside, they need to be clear on your expectations for their play and must still follow school playground rules.
 5. All health guidelines are in place – health screening, masks, distancing, etc. for both the employee and their child(ren).