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Sent: Thursday, September 3, 2020 5:26 PM
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Subject: In-Person planning

Dear Dr. Thomas and Board Directors,

Last night's Board of Education meeting brought a number of things into public focus. School-based staff learned yesterday of a concrete date to return to in-person instruction sooner than what was communicated previously by central administration. This announcement was both abrupt and lacking in specifics. We find ourselves again in a situation of reacting, rather than planning for success.

School-Based staff wants to return to in-person learning when we can assure both safety and effectiveness. Two weeks of real work time to develop and vet a robust transition is the minimum needed, and that is a very aggressive timeline. Also, *all* buildings must be fully prepared to go back. Currently some are close to being ready, but definitely not all.

Prior to any start date, there are a number of logistical pieces that require clear resolution, communication, and rehearsal. Without observing any hierarchy of importance, we would note the need to address job responsibilities. For example, teachers who are teaching in person cannot be expected to teach an on-line version of the class simultaneously. That's two jobs. Placement of staff in classrooms and on-line needs to be done in time for adequate rehearsal. There needs to be a clear approach to how already-granted accommodations will be met. Real analysis of room capacity for properly distanced instruction must be completed promptly, so that adjustments to scheduling, physical layout, etcetera can follow. For instance, class lists might have to be revised to meet health-safety needs created by student density or number of contacts with adults, or when students choose on-line instruction. This can affect EA assignments. Time for required cleaning needs between learning sessions and for general facilities needs should be tested. We must address the question of staff's losing leave as a result of being directed to quarantine multiple times: If a person is not ill in such situations, s/he should not be punished by being docked days.

Without the time and focus on necessary planning, we revert to reaction, or, as Director Mason said, we rush to failure. There is a lot of work left before coming back, and we have to do it right.

Respectfully,

The CSEA Board of Directors