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**SAMPLE PUBLIC SCHOOL EMPLOYEE SUPPORT PLAN:** This page contains sample language and bargaining points for local leaders and MNEA staff. The language on this page may exceed the minimum standards set by law or regulation.

### **Quarantine\***

If an individual employee has been advised to self-quarantine and provides appropriate documentation from a medical professional or national/state/local health officials the following should apply:

- Employees will be granted paid leave from the advised or mandated quarantine for workdays within the fourteen-day calendar period of quarantine. This leave will not impact their sick, vacation or paid time off. It will not impact any leave banks and only apply to the individual employee.

**\*In the case of quarantine the individual must receive or seek the advice of a medical professional or health authorities. This language would not apply to large scale “stay at home” orders.**

### **School Closure**

If the District closes due to the recommendation of any government agency, local or state health department, the following will apply:

- All contracted employees will continue to be paid during the duration of the shutdown as outlined in any employment contract for the 2019-2020 school year.
- All non-contracted employees will continue to be paid based upon their current positions and the 2019-2020 work calendar.
- All extra duty pay will also be provided to employees based upon current positions for the 2019-2020 school year.

### **Employee Safety and Assistance**

The District will define how they are keeping employees safe and supported:

- The District will provide employees all necessary safety equipment and training.
- The District shall inform all employees if there is a confirmed case of COVID-19 in an employee, family member of an employee, or student, or family member of a student.
- The District will provide all the necessary tools to communicate with students and the District.
- Should classroom teachers or students need assistance with troubleshooting technological issues they can contact the District and receive assistance from:\_\_\_\_\_
- Communication between teachers and students/parents will be through email or an online platform. Educators will not be expected to share personal phone numbers with students or parents.
- Should classroom teachers need assistance with students who are not participating or performing the required lessons, the teacher shall inform an administrator who will address the issue accordingly.
- Teachers shall not be subject to any disciplinary action for lesson planning implementation, delivery or student assessment associated with distance learning due to unique circumstances for the remainder of the 2019-2020 school year.

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## **FEDERAL and MISSOURI STATE GUIDANCE on COVID-19**

This section is our best guidance on the current status of COVID-19 Regulation and Legislation.

### **Overview**

While guidance continues to evolve, the Federal government is offering waivers for many requirements associated with meal programs, student attendance, and testing<sup>1</sup>. DESE provides additional guidance on school funding and has begun applying for a number of the Federal waivers<sup>2</sup>.

### **School Funding**

**All Missouri school district funding will be maintained in the event of extended closure.**<sup>3</sup>

### **School Nutrition**

DESE received two waivers that will allow schools to serve meals through summer feeding program structure and allow for “grab-and-go” or delivered meals.

Bus driver delivery of meals can be funded by the district.

### **Testing Requirements**

Testing requirements are waived at both the national and state level in Missouri.

### **Attendance**

School district funding will be maintained. The attendance numbers used to calculate funding will be drawn from the previous year’s attendance.

DESE will use attendance as a reportable item, rather than a scored item on the 2020 APR if reporting it would negatively impact a district’s classification.

### **Students with Disabilities**

IEP and 504 teams are not required to meet in person while schools are closed.

If there is some form of distance education, students with disabilities must also have access to an education program. If a school district closes and provides no educational services to the general student population, then a school would not be required to provide services to students with disabilities during that same period of time.

### **School Calendar & Student Teaching**

The Commissioner of Education has the power to waive instruction time requirements and DESE is setting up an online form to collect waivers across the state.

DESE waived all requirements for student teaching.

### **School Closure**

Governor Parson in conjunction with the Department of Health and Senior Services ordered that schools remain closed through April 6, 2020.

Warrenton and Wright City have closed for the remainder of the school year.

Arkansas, Kansas, Minnesota, New Hampshire, West Virginia and Wisconsin have all closed or suspended in-person learning state-wide.

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<sup>1</sup> The Department offered to assist with other concerns such as carryover requirements of title 1 funding.

<sup>2</sup> <https://dese.mo.gov/sites/default/files/Webinar-FAQ-3-13-2020.pdf>

<sup>3</sup> “Whenever there has existed within the district an infectious disease, contagion, epidemic, plague or similar condition whereby the school attendance is substantially reduced for an extended period in any school year, **the apportionment of school funds and all other distribution of school moneys shall be made on the basis of the school year next preceding the year in which such condition existed.**” (§ 163.021.1(4), RSMo.)

## **FAMILIES FIRST CORONAVIRUS RESPONSE ACT:**

(Information about the stimulus package passed on 3/26/2020 will be included in the next update.)

### **Paid Sick Leave Provisions**

The Federal law provides for up to 10 days of paid sick leave for full-time workers and paid sick leave commensurate with hours worked for part-time employees.

- Becomes effective **April 1, 2020**
- Applies to all MNEA members regardless of the length of employment.
- Leave is available for immediate use and may be used prior to any existing paid leave. EMPLOYERS ARE PROHIBITED from requiring employees to use other leave first.
- There are restrictions: Person has a quarantine order, advised to self-quarantine by a healthcare provider, seeking a diagnosis due to symptoms, the person is experiencing any other condition specified by Federal health authorities OR caring for a person with the above conditions.
- If an employee has COVID-19 symptoms, diagnosed with COVID-19, or is individually quarantined, **the rate is full pay capped at \$ 511 / day.**
- Maybe used to allow the employee to care for sick or individually quarantined family members.
- If the employee is caring for a family member or if an employee is caring for children because of

school or daycare closures, **the rate is two-thirds (%) of pay capped at \$200/day.**

### **Family and Medical Leave Act (FMLA) Expansion**

If an employee cannot work or telework FMLA is expanded to provide up to 12 weeks of paid leave for the employee to care for a "son or daughter". The definition is broad and includes biological, stepchildren, foster children, child of a domestic partner, legal ward, or if the adult is acting in loco parentis. Eligibility:

- Must have been employed for 30 days (FMLA usually requires 12 months).
- The first 10 days an employee should utilize the Sick Leave Provision above. FMLA applies after.
- After 10 days pay must be AT LEAST 2/3rds of employees pay. Capped at \$200 per day, \$10,000 overall.
- Must provide notice of leave if practicable.
- Job restoration is required.
- Can also be utilized to care for a sick or individually quarantined family member at 2/3rds pay rate.