Lebanon Hybrid Plan

As shared in our District’s Safe Reopening Plan, we are approaching this school year with adaptability and are prepared to adjust our plan to meet the constant changes around us.

Based on the latest data and guidance, starting Monday, August 24th, Lebanon High School and Lebanon Technology and Career Center (LTCC)* will be in Level 2: Hybrid Learning. This will be a combination of in-person learning and virtual learning for high school students.

The Lebanon School District collaborates with the Laclede County Health Department (LCHD) to receive the latest data for COVID-19 case trends in our community. At this time, COVID-19 cases in Laclede County are currently trending upward. Due to the unique nature of the high school level, we are moving into hybrid learning for high school students to be proactive in reducing and slowing the spread of COVID-19 in our community.

Why are LHS and LTCC the only schools moving into Level 2: Hybrid Learning at this time?

- The high school level is unique because each student has an individual combination of classes and it is not possible to remain in class groupings/cohorts throughout the school day.
  - The inability to stay in a stable group throughout the school day increases the risk of an outbreak at the high school level. Therefore, moving to a hybrid model helps prevent and reduce the possibility of a significant outbreak.

- The ability to social distance is especially difficult at the high school level. Due to the nature of high school classes, passing periods cannot be staggered which leads to large groups and crowded hallways.
  - Hybrid learning will reduce the population in classrooms and school at large to allow for more physical distancing and reduce/minimize exposure.

- At our elementary schools and middle schools, we are able to maintain stable class groupings/cohorts throughout the school day. Moving into Level 2: Hybrid

*Note: LTCC does not have a designated building. However, they are considered a high school and will follow the same guidelines as Lebanon High School.
Learning is not advised for our other schools at this time.

During Hybrid Learning, the high school will follow a 7-block schedule each day. The schedule is based on the first letter of the student’s last name. Members of the same household will attend on the same day.

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Our District leadership will continue to partner with the LCHD to monitor case trends to make future decisions about the learning level at Lebanon High School, LTCC and our other schools.

Activities and athletics will continue to take place, and each coach/director will be in touch with details as-necessary.

“We remain focused on meeting the needs of students and staff during the continued COVID-19 pandemic,” said Kevin Lowery, Lebanon High School Principal. “With increasing positive cases in Lebanon and Laclede County, we believe it is necessary to reduce our daily enrollment and allow for greater physical distancing during the school day. This, combined with masking requirements and increased opportunities for sanitation, will make a significant difference in minimizing the spread of COVID-19 within our school community. We have developed a viable blended learning plan that offers great potential for a safer and healthier reopening of our high school and tech center. Our teachers will continue to inspire a passion for learning through positive relationships, personalized experiences, and a focus on the future. We will continue to work closely with the Laclede County Health Department with the expectation that we will transition back to our normal schedule when it is safe to do so.”

*Hillcrest Education Center will remain in Level 1: In-Person Learning at this time.
*Students in GO CAPS will continue to report to their program daily.

Elementary Families,

As shared in our District’s Safe Reopening Plan, we are approaching this school year with adaptability and are prepared to adjust our plan to meet the constant changes around us. Our District has continually followed guidance from the Department of Elementary and Secondary Education (DESE), in addition to our local health department.

According to updated guidance from DESE, it is now recommended that K-12 students wear face coverings.

**Effective for the start of our school year on Monday, August 24th, face coverings**
will now be required for students in grades K-12.

- Students in grades K-12 will be required to wear masks at all times when physical distancing cannot be achieved, such as passing periods in hallways, meal lines, full classrooms, etc.
- Students in grades K-12 may remove masks when physical distancing can be achieved, in addition to physical education classes, during meals, and other times deemed appropriate by school administration.
- Students of all grade levels will be required to wear masks on school buses.
- Parents/guardians are asked to supply masks for their students. Reusable or homemade cloth face coverings are appropriate. While students are encouraged to bring their own mask, masks will be provided for those without one.
- Masks will be required for all staff members at all times when they are in close proximity to students or other staff members or walking through the building. During situations when the staff member is stationary and appropriately distanced from students in the classroom, masks are not required.
- Students and employees may be exempted from these requirements by the school principal or Superintendent due to a documented medical condition.

Due to this change for our K-5 students, the virtual learning enrollment window has been extended for students in grades K-5 until Friday, August 21st at 3:00pm. If you would like to enroll your child in virtual classes or change back to in-person learning, please contact your child’s principal. Exceptions will not be made after the deadline passes.

We appreciate your continued adaptability and grace as we begin an unprecedented school year and strive to keep all students and staff safe and healthy! Whether your student is doing virtual learning or is learning with us in person, we look forward to seeing all of our students on Monday!

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"I have sometimes been wildly, despairingly, acutely miserable, racked with sorrow, but through it all I still know quite certainly that just to be alive is a grand thing."
Our top priority is the safety of our students and staff. This plan is based on best practices from schools throughout the state, feedback from staff and parents, and guidance from our health department and DESE. Our goal is for kids to return to school and to keep students learning with us in the safest learning environment we can provide. Please be sure to review our full reopening plan for all details.
Our first day of school is Monday, August 24th.

At this time, the District plans to be in **Level 1: fully in-person learning**, however, below is some information on potential levels of learning during the 2020-21 school year.
The theme of this school year is **adaptability**. Even with the collaborative and careful preparation of our safe reopening plan, we are prepared to adjust our plan to fit the constant changes going on around us.

The District currently plans to be in Level 1 and to have students return for fully in-person learning. Circumstances may require the District or a school building to reduce capacity or pursue fully virtual learning in the future. So, we are preparing three potential levels of learning that could change throughout the school year. Our goal is to be with students face-to-face as much as possible.

Regardless of the level, **learning will continue.**

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**2020-21 LEARNING LEVELS**

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**GRADES PREK-12**

**Three Adaptable Scenarios to Continue Learning**

**LEVEL 1: IN-PERSON**

- Fully in-person learning 5 days/week

**LEVEL 2: REDUCED CAPACITY**

- Hybrid learning: a combination of in-person and virtual learning
  - Example scenario:
    - Last names A-K: in-person M/W, virtual T/TH/F
    - Last names L-Z: in-person T/TH, virtual M/W/F
    - Family members go on same day
    - May occur at one or some schools, and not all

**LEVEL 3: SCHOOL CLOSURE**

- Fully virtual learning 5 days/week
  - If circumstances require schools to close, LR3 has developed a plan allowing students to continue learning online, at their scheduled pace.

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**GRADES K-12: FULLY VIRTUAL OPT-OUT**

- Fully virtual learning for fall semester
  - Students in grades K-12 can opt-out of in-person learning for the fall 2020 semester. Students will be provided with fully virtual learning opportunities with a grade-level teacher to stay on pace with their grade level and/or scheduled classes. Virtual learning will have the same rigor as in-person learning and students will be held to the same learning standards, pace and grade cards as face-to-face students.
2020-21 SCHOOL REOPENING PLAN FOR STAFF

Released 7/29/20
Yellowjacket Family,

We often talk about the need to see things clearly. When we have 20/20 or perfect vision, we see things with much clarity and sharpness. As I reflect on our plans for the next school year, it is evident that the year 2020 will not promise the kind of vision or clarity we might want. While our vision in the coming year may not be completely clear, I hope it is very clear that safety for staff and students is critically important and that learning for all students is at the core of our efforts moving forward. We have a responsibility to make plans that promote safety first, so learning and student experiences can happen. The path ahead may not afford us the clarity and sharpness of vision we would like, but I am confident our school community will link arms as we take this journey together.

The District is wholly committed to fulfilling our vision of being an adaptive learning community that empowers all learners with the knowledge, skills, and dispositions to be ready for their futures. Perhaps our theme for the coming year should be adaptability. Even with the collaborative and careful preparation of our reopening plan, we are prepared to adjust the plan in response to ongoing changes around us. This plan will be updated as conditions evolve and new guidance is received from our state and local health officials. We ask for your continued patience and adaptability as we navigate uncharted waters this school year.

The “Back to LR3” plan is the product of much collaboration. District staff have engaged in dialogue with health officials, hundreds of school districts across the state, and the Department of Elementary and Secondary Education (DESE). We sought input from staff and parents regarding concerns and priorities related to our return to school. The school environment is likely to look different for quite some time. But we assure you our District leaders and staff members are fully invested in making the 2020-21 school year, our 150th year, one that is remembered as much for its triumphs as for its challenges. At the conclusion of the 2020-21 school year, may we all look back with 20/20 vision and see that our students and staff were safe and that they have all had positive learning experiences!

Thank you for your support and continued partnership...for kids. #LebanonStrong

Sincerely,

David Schmitz, Ed.D
Home Screening:

- Families and staff are encouraged to monitor temperatures daily before leaving their home.
  - Anyone with a fever of greater than 100 degrees should not come on any school campus. Students should be fever-free for 24 hours without fever-reducing medication(s).
- It is recommended to also screen for additional symptoms including: shortness of breath or difficulty breathing, coughing, fatigue, muscle or body aches, headache, new loss of taste or smell, sore throat, nausea or vomiting and diarrhea. Students experiencing any of these symptoms should stay at home and consult their healthcare provider.

*It’s important to note some COVID-19 symptoms overlap with seasonal allergy and cold symptoms.*

Hand Washing
Wash your hands often with soap and water for at least 20 seconds, especially after you have been in a public place, or after blowing your nose, coughing, or sneezing. If soap and water are not readily available, use a hand sanitizer that contains at least 60% alcohol. Cover all surfaces of your hands and rub them together until they feel dry. Avoid touching your eyes, nose and mouth with unwashed hands.

Cover Coughs and Sneezes
If you do not have your cloth face covering on, remember to always cover your mouth and nose with a tissue when you cough or sneeze or use the inside of your elbow. Throw used tissues in the trash and immediately wash your hands with soap and water for at least 20 seconds. If soap and water are not readily available, clean your hands with hand sanitizer that contains at least 60% alcohol.

Physical Distancing
Physical distancing is one measure that has been demonstrated to reduce the spread of the coronavirus. Avoid close contact by putting an appropriate distance between yourself and others. Remember that some people without symptoms may be able to spread the virus. Keeping an appropriate distance from others is especially important for people who are at higher risk of getting sick.
Distances of three to six feet may be effective in reducing viral transmission. However, a person is considered in “close contact” of a case of COVID-19 if they are within six feet of the case for more than 15 minutes. Close contacts of cases may require quarantine for 14 days from the last exposure. By observing physical distancing and reducing contacts, we can limit the number of children and staff members who may need to quarantine if a positive case occurs in school.

Best efforts will be made related to social distancing. However, there will be no guarantee that all students will be socially distanced apart from one another, as we must work with the building space and capacity available. The following procedures may be followed:

- Schools will strive to keep students in groupings/cohorts and minimize their exposure to other groupings within the building.
- Schools will implement assigned seating in all classrooms and keep records of those seating charts to assist with identifying close contacts in the event a member of the school community is diagnosed with COVID-19. Grouping/cohorting is more difficult for middle and high school students and thus, assigned seating can help to reduce contacts among older students.

**Personal Protective Equipment (PPE)**

Per the latest guidance, masks are an important strategy to reduce transmission of COVID-19, primarily by reducing the spread of infection from the wearer to those around them. The use of masks can provide an additional layer of protection against the spread of infection, helping us to keep our schools open for student learning. Young children may have difficulty complying with the proper use of masks and may have increased face touching, mask chewing, mask trading, and other behavior that could increase risk of infection. For this reason, continuous usage of masks is not recommended for young children. Older children, such as those in middle and high school, are likely to be able to follow guidance regarding proper mask usage. Additionally, these students are less easily cohort/grouped.

- Students of all grade levels will be required to wear masks on school buses.
- Students in grades prek-5 are not required to wear masks while at school, but are allowed to if they choose.
- Students in grades 6-12 will be required to wear masks at all times when physical distancing cannot be achieved, such as passing periods in hallways, meal lines, full classrooms, etc.
- Students in grades 6-12 may remove masks when physical distancing can be achieved, in addition to physical education classes, during meals, and other times deemed appropriate by school administration.
- Cloth, reusable masks will be provided to all staff. Masks should be worn by staff members at all times when they are in close proximity to students or other staff members and during transitions and large gatherings in the building. During situations when the staff member is stationary and appropriately distanced from students in the classroom, masks are not required.
Parents/guardians are asked to supply masks for their students. Reusable or homemade cloth face coverings are appropriate. While students are encouraged to bring their own mask, masks will be provided for those without one.  
- Disposable masks will be available for students who may be going home sick from school and need to walk out of the school building with a mask.  
- Students and employees may be exempted from these requirements by the school principal or Superintendent due a documented medical condition.  
- Gloves are to be worn by staff when caring or cleaning for someone who is sick, but are otherwise not necessary.

General Sanitation Procedures
- All Lebanon school buildings and classrooms will be sanitized daily. The Lebanon School District will maintain adequate supplies of soap, paper towels, hand sanitizer, and other cleaning materials throughout each school.  
- Staff and students will take regular “hand washing” breaks and will frequently use hand sanitizer.  
- Staff will clean frequently-touched surfaces and objects (i.e., tables and doorknobs) with District-supplied cleaning and disinfectant products. Computer safe disinfectant methods will be used for computers and keyboards.  
- Custodial Services will be providing a disinfectant solution with paper towels for each classroom/area, in addition to hand sanitizer (60% alcohol-based or greater).  
- Water fountains will be restricted. Students are encouraged to bring their own water bottle.

High Risk Populations
All families and staff are encouraged to review the guidance from the Centers for Disease Control (CDC) pertaining to high risk populations.  

Staff
If there are concerns about returning to work, it is recommended that the staff person first consult with their physician prior to connecting with Human Resources to determine next steps.

Students
Any student who may be considered to be at higher risk should consult with their physician to determine whether it is safe for them to participate in face-to-face instruction, or whether they are better suited to participate virtually. Depending on CDC guidance and potential concerns regarding a student, the District may require a physician’s note prior to allowing face-to-face instruction.
Nursing

- Health Services staff regularly keeps a log of health room visits. The name of all persons seen with fever and new cough will be recorded. Due to student privacy, these records are not public, however, information may be shared with the Laclede County Health Department, as appropriate.
- The Laclede County Health Department will provide guidance on students and staff who have had contact with people who are suspected COVID-19 positive.

In the Event of a Positive or Suspected Case of COVID-19

If there is a positive case within a school setting, the District will comply with local health department guidance. This could range from a complete or partial quarantine to no quarantine, based on the level of exposure. Additional cleaning and sanitation procedures will also be followed to ensure that the building has been treated. All procedures implemented will be based on health department recommendations and in accordance with policy.

In the event of a positive case of COVID-19 in our schools, we will follow the latest guidance from the health department:

- An individual deemed to be a “close contact” may be quarantined for 14 days from date of exposure.
- A person is considered in “close contact” of a case of COVID-19 if they are within six feet of the case for more than 15 minutes (defined by the latest CDC guidance).
- If both parties are wearing a mask, it may reduce the chance of quarantine.
- Targeted disinfecting will take place.
- All cases will be evaluated on a case-by-case basis in coordination with the Laclede County Health Department. Communication and re-entry will be determined based on guidance from the health department.

In the event of a suspected case of COVID-19 in our schools:

- While at school, if the nurse determines symptoms may be COVID-19 related, the employee or student will be temporarily separated from others until able to go home.
- If tested, individuals will be asked to quarantine pending COVID-19 test results.
- Students and staff will only be allowed to return to school with a doctor’s note, negative COVID-19 test, or after 14 days of quarantine.
- **Employee steps:**
  - The employee will contact their primary healthcare provider and the provider will arrange for testing.
  - If the employee tests positive for COVID, the provider that ordered the test will call the employee with the positive result.
  - If an employee has been told to self-isolate, they should contact their direct supervisor/principal and HR.
  - The Health Department will also contact the employee and conduct a risk assessment (contact tracing). If the employee resides in a county other than
Laclede, then that county’s Health Department will contact the employee.
- The Health Department will ask the employee about all close contacts the employee had from the 48 hours prior to experiencing symptoms up to and including the day the employee began isolation measures.
- The Health Department will direct the individual and any other person at possible risk of being infected with what to do.
- More information is included in the Staff Section.

Lebanon Pandemic Closure Decision
The decision to reduce capacity or close the District or individual school buildings may be made as a means to prevent further spread of an epidemic, or in response to high student and/or staff absenteeism. The Superintendent will make school closure decisions in consultation with the Laclede County Health Department. Current CDC recommendations will help guide closure decisions.

Possible school closure trigger points may include student absenteeism, teacher/staff absenteeism, confirmed cases of COVID-19 (number, frequency, etc.), or protection of public health and safety (as advised by the Governor or state and local health authorities).

The Superintendent may cancel all activities on District property by outside groups, even if some schools in the District remain open. When a school is closed, activities scheduled at that school, including use by community groups, may be canceled. Activities held at another location that involve students and staff from a closed school may cancel at the discretion of the building principal, in consultation with local health authorities and the school District’s Health Services Director.

- Schools may be closed to all staff and students, or just students. If schools are closed only to students, staff members are expected to work regular schedules or use appropriate leave (unless otherwise directed by Human Resources).
In order to minimize the exposure of all students and staff to others outside of their assigned small groups, non-essential visitors and parents will not be permitted beyond the secure vestibules at school buildings. Due to these restrictions, traditional Open House and schedule pickup events will not be held at schools this fall.

School Building Access

● All entrances to schools will be secured.
● Entry into schools will be restricted to staff and students. Visitors and volunteers will be limited and must receive pre-approval from the building principal.
● If a student needs to be picked up for any reason, school personnel will accompany the student to the main entrance and await the arrival of the parent/guardian.
● Schools will identify options to conduct meetings with families remotely (conference call or videoconference) so parents can continue to engage with teachers (e.g. parent-teacher conferences) and participate in necessary discussions (e.g. Individualized Education Program (IEP) and 504 plan meetings; discipline conversations).
● If visitors are unable to join a remote meeting or conduct their business without entering the building, schools will screen the visitor for COVID-19 by asking questions about symptoms and performing a temperature check, and then limit the visitor's movement throughout the school building. Schools will designate a visitor space/room where physical distancing measures are enforced.
● A record of visitors inside the school will be kept, to include areas of the school that were visited and the time the visitor entered and exited the building.

Gatherings, Events, and Field Trips

● Staff will pursue virtual group events, gatherings, or meetings, if possible, and promote social distancing of at least 6 feet between people if events are held.
● Virtual activities and events in lieu of field trips, student assemblies, special performances, school-wide parent meetings, and spirit nights, will be used as possible.
● Options to convene sporting events and participation in sports activities in ways that minimizes the risk of transmission of COVID-19 to players, families, coaches, and communities may be utilized.
The theme of this school year is **adaptability**. Even with the collaborative and careful preparation of our safe reopening plan, we are prepared to adjust our plan to fit the constant changes going on around us.

The District currently plans and prefers to have students return for face-to-face learning. Circumstances may require the District or a school building to reduce capacity or pursue fully virtual learning. So, we are preparing three potential levels of learning that could change throughout the school year. Our goal is to be with students face-to-face as much as possible.

Regardless of the level, **learning will continue**.

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**GRADES PREK-12**

*Three Adaptable Scenarios to Continue Learning*

**IN-PERSON**

*Fully in-person learning 5 days/week*

**REDUCED CAPACITY**

*Hybrid learning: a combination of in-person and virtual learning*

Example scenario:
- Last names A-K: in-person M/W, virtual T/TH/F
- Last names L-Z: in-person T/TH, virtual M/W/F
- Family members go on same day
- May occur at one or some schools, and not all

**SCHOOL CLOSURE**

*Fully virtual learning 5 days/week*

If circumstances require schools to close, LR3 has developed a plan allowing students to continue learning online, at their scheduled pace.

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**GRADES K-12: FULLY VIRTUAL OPT-OUT**

**FULLY VIRTUAL**

*Fully virtual learning for fall semester*

Students in grades K-12 can opt-out of in-person learning for the fall 2020 semester. Students will be provided with fully virtual learning opportunities with a grade-level teacher to stay on pace with their grade level and/or scheduled classes. Virtual learning will have the same rigor as in-person learning and students will be held to the same learning standards, pace and grade cards as face-to-face students.
Preschool Face-to-Face Classes
- In Pre-K classrooms, every effort will be made to maintain cohorts or stable groups (children will remain in one classroom for learning).
- Large gatherings (such as all-school assemblies and school-wide celebrations) will not occur.
- Classroom protocols will include assigned seating and other measures to minimize contact.
- Schools will make reasonable best efforts to minimize risk, however, attending school in-person will introduce a greater risk of exposure.
- Individual school closures will be included in the protocol based on the number and frequency of individuals having positive tests for COVID-19.

Preschool Virtual Learning
- Optional virtual learning classes will not be available to preschool-aged students unless the District is closed.
- In the event of a school closure, teachers would continue to deliver instructional activities through various mediums including Zoom, other digital resources, and/or instructional packets. Students will be expected to participate and complete activities as outlined by their teacher.

Elementary Face-to-Face Classes
- Every attempt will be made to ensure students can social distance from their peers. In the classroom, desks and or tables will be spread out as best as possible to allow students additional space.
- Students will be given an assigned seat and will not share school supplies with other students.
- Cohort groupings by class and grade level will minimize staff and student exposure.
- Frequent hand washing and sanitizing breaks will be provided to students.
- Water fountains will be restricted and students will be encouraged to use personal water bottles.
- Large gatherings (such as all-school assemblies and school-wide celebrations) will not occur.
- Buildings and classrooms will be sanitized daily, with high-traffic areas being cleaned more frequently.
- Schools will make reasonable best efforts to minimize risk, however, attending school in-person will introduce a greater risk of exposure.
Individual school closures may occur when individuals have positive tests for COVID-19, if determined appropriate, after guidance from the local health department.

In the event of a school closure, teachers will transition instruction to Google Classroom and students will continue learning virtually until the school reopens. During a closure, students will be expected to participate and complete assignments as if they were face-to-face. A wireless hotspot will be provided to any student that does not have internet access at home.

**Specials Classes**
- Students will continue to attend “special” classes (Physical Education, Art, Music, STEM Lab, Library).
- Frequently touched surfaces will be sanitized between classes.
- Modifications will be made to the curriculum and instruction to limit shared supplies.
- Every attempt will be made to ensure students can social distance from other peers.

**Food Services**
- Students will remain with their class/grouping during meal times.
- If necessary, procedures to reduce the number of students accessing meals at one time may include:
  - Delivering meals to students in their classroom, if cafeteria dining needs to be suspended.
  - Extending transition periods between lunch shifts to decrease the number of students entering or exiting the cafeteria at one time.
  - Additional lunch shifts to decrease the number of students eating in the cafeteria at one time.

**Elementary Virtual Learning**
- Students in grades K-5 will have the opportunity to “opt out” of face-to-face classes and enroll in a virtual learning option. Virtual classes will be taught by Lebanon teachers and will provide families a K-5 solution that supports student engagement, success, and safety. Teachers will utilize interactive resources and materials to teach grade level standards in language arts, mathematics, science, and social studies.
- Students must enroll in virtual learning for at least one semester. Students will only be allowed to enroll in virtual learning or “opt out” of face to face learning during the set enrollment windows.
- Students will receive lessons and assignments each day and will engage with their teacher on a daily basis. Students will be expected to check in to their class and participate on a daily basis. While there is greater flexibility in a student’s schedule, this option requires self-discipline and greater parent/teacher communication to ensure the student is making adequate progress.
- Grading practices for students will follow the same format as face-to-face classes and will appear on the student’s academic record.
- Students enrolled in virtual learning will still be considered a Lebanon R-3 student and
will be expected to complete all assignments and assessments provided by the teacher.

- The District reserves the right to remove the student from virtual learning if deemed not in the best educational interest of the student.

Face-to-Face Classes

- Every attempt will be made to ensure students can social distance from their peers. In the classroom, desks and/or tables will be spread out as best as possible to allow students additional space.
- Students will be given an assigned seat and will not share school supplies with other students.
- Cohort groupings will be used to minimize staff and student exposure.
- Students and staff in grades 6-12 will be required to wear masks at all times when physical distancing cannot be achieved, such as full classrooms, passing periods in hallways, meal lines, etc.
- Students and staff in grades 6-12 may remove masks when physical distancing can be achieved, in addition to physical education classes, during meals, and other times and situations deemed appropriate by school administration.
- Frequent hand washing and sanitizing breaks will be provided to students.
- Water fountains will be restricted and students will be encouraged to use personal water bottles.
- Non-essential large gatherings (such as all-school assemblies and school-wide celebrations) will not occur.
- Buildings and classrooms will be sanitized daily, with high-traffic areas being cleaned more frequently.
- Use of hall lockers at LMS and LHS may be limited.
- Schools will make reasonable best efforts to minimize risk, however, attending school in-person will introduce a greater risk of exposure than virtual learning.
- Individual school closures may occur when individuals have positive tests for COVID-19, if determined appropriate, after guidance from the health department.
- In the event of a schoolwide closure, teachers will transition instruction to Canvas and students will continue learning virtually until the school reopens. During a closure, students will be expected to participate and complete assignments as if they were face-to-face. A wireless hotspot will be provided to any student that does not have internet access at home.
Food Services
- Students will remain in cohorts during meal times.
- Students should wear masks when standing in line.
- If necessary procedures to reduce the number of students accessing meals at one time may include:
  - Orchestrated group releases to stand in line in food service areas;
  - Assigned seating for students;
  - Expanding eating areas (students may have additional places to eat); and,
  - Delivering meals to students in their classroom if cafeteria dining must be suspended.

Virtual Learning
- Students in grades 6-12 will have the opportunity to “opt out” of face-to-face classes and enroll in a virtual learning option. Virtual courses will be offered through LAUNCH. The Lebanon R-3 School District partners with Springfield Public Schools to offer more than 100 virtual course options including dual enrollment and advanced placement courses. All Launch courses are built by curriculum specialists, teachers and digital developers and are aligned to Missouri Learning Standards. Each Launch course is taught by a highly qualified Missouri educator.
- Students must enroll in virtual learning for at least one semester. Students will only be allowed to enroll in virtual learning or “opt out” of face to face learning during the set enrollment windows.
- Students are still eligible for MSHSAA Sports and Activities, if they meet the enrollment and credit requirements ([MSHSAA By-Law 2.3.4.b](#)).
- Students will receive daily lessons/assignments and will engage with their teacher on a daily basis. Students will be expected to check in to their class and participate on a daily basis. While there is greater flexibility in a student’s schedule, this option requires self-discipline and greater parent/teacher communication to ensure the student is making adequate progress.
- Grading practices for students will follow the same format as face-to-face classes and will appear on the student’s transcript.
- Students enrolled in virtual learning will still be considered a Lebanon R-3 student and will be expected to complete all assignments and assessments provided by the teacher.
- The District reserves the right to remove the student from virtual learning if deemed not in the best educational interest of the student.
Extracurricular Activities (including Athletics, Cheer, Dance and Marching Band)
Lebanon R-3 plans to provide students the opportunity to participate in extracurricular activities. While offering these opportunities, the District will prioritize the health and safety of students and staff by adhering to the CDC and Laclede County Health Department (LCHD) recommendations.

Additionally, the Missouri State High School Activities Association (MSHSAA) and the Ozark Conference may further outline guidelines as to how athletics and activities will be offered at the high school and middle school. As a District, we understand the importance of offering these opportunities to our students and will continue to make every effort to do so. However, we know there may be decisions made by local, state, or national organizations that may affect some, if not all, extracurricular activities. To the extent possible, we expect all athletics and activities that can be performed in accordance with local and state recommendations, will be available for student participation.

Co-Curricular Activities (including Speech and Debate, Band, Choir, Theater, TSA)
Lebanon R-3 is committed to providing all co-curricular opportunities possible while adhering to LCHD recommendations. Certain opportunities may be limited to the extent in which they can be offered due to physical distancing and gathering size recommendations. Offering of and participation in co-curriculars will require flexibility by students, families and sponsors which may include, but are not limited to:

- Before or after school practice in larger spaces to account for physical distancing.
- Multiple “practice times” in order to promote smaller group sizes and physical distancing.
- Students and staff wearing masks due to inability to consistently maintain physical distance.
- Adjusting performances and competitions to adhere to gathering size and physical distancing recommendations.

Local and state organizations may provide further guidance to schools on how to provide these opportunities while prioritizing student and staff safety. School officials will communicate that information upon availability.
Students with Disabilities

During a closure, the District will provide access to accommodations and related services to the extent possible. The Individual Education Plan (IEP) team will make determinations under each individual student IEP on form G. Students receiving support under section 504 will be provided access to accommodations to the extent possible. Parents or staff members with concerns related to section 504 should contact their student’s counselor and request that a 504 meeting be scheduled.

- All students with a disability will be provided instruction relative to their IEP goals.
- A child’s case manager will work with families to ensure a child’s IEP accommodations are being made.
- In the event of a school closure, students will continue to receive their services to the extent possible.
  - The IEP team will develop an “alternative methods of instruction” (AMI) plan for students with an IEP, which will be implemented in the event virtual instruction is requested or directed by the District.

English Language Learning (ELL)

- In the event of a school closure, students will continue to receive ELL support online from their ELL teacher.

Talented and Gifted (TAG)

- In the event of a school closure, students will continue to receive TAG support online from their TAG teacher.

Access to devices and internet access

Students in grades K-12 will be provided a device (computer) as appropriate for virtual learning. If the student needs internet access, a hotspot will be provided. Parents/guardians in need of assistance with internet access for their student should contact the Technology Department by emailing helpdesk@lebanon.k12.mo.us or by calling 657-6120.
Student Transportation
Due to COVID-19 social distancing recommendations, it is highly recommended families provide their own transportation, if and when possible, to reduce the number of students riding buses. All students will be required to wear a mask when riding the bus, since school bus transportation does not readily allow for physical distancing. Strategies to reduce contact on buses and risk of infection will include the following:

**Before Boarding:**
- Parents and guardians should not allow students to attend school or ride the bus if sick.
- Students should practice physical distancing while waiting for the bus at their designated stop and should put on their mask before boarding.

**Onboard:**
- Hand sanitizer will be available for students upon boarding the bus.
- Drivers will assign seats for all riders.
- Students within the same household (or students who are considered in each other’s stable group) may be assigned seats together or in seats across from, in front of, or behind each other.
- Each bus’ list of assigned seating will be maintained so it can be provided to the Health Department for contact tracing, if needed.
- Drivers will limit the number of students per row to 4 students, when possible.
- Students will load the bus from back to front when possible.
- Windows will be open when safe and weather-permitting.
- Drivers and monitors will watch for continued coughing and may request a student sit in a designated area on the bus. The bus driver will immediately alert the school administration upon arrival.

**Unloading:**
- Students should avoid congestion as they unload buses.
- Drivers will sanitize seats and rails between use with an EPA approved disinfectant.
As we continue to navigate COVID-19 Coronavirus and the impact it has on our organization, we have never lost sight or focus on the impact it has also had on our staff, students and community. We know that each individual has been impacted in different ways and that everyone has differing views on how we should return and what that should look like.

We will continue to follow Health Department recommendations regarding sanitation, social distancing, personal protection equipment (PPE), changing structures and systems to comply with guidelines, and best practices for the amount of individuals within buildings or spaces. As the guidelines change and adjust, so will our direction and communication. We will continue to adapt to our environment and provide the best support to our staff, students and community.

Daily Self-Check
If you are an employee and are exhibiting symptoms, daily self check is important. Please note if you have experienced the following symptoms within the last 14 days, it is recommended for you to stay home:

- A fever (100 or higher), a sense of having a fever;
- chills, a cough, sore throat, headache;
- new loss of smell or taste, new muscle aches;
- or if you or a close contact has been diagnosed or presumptively diagnosed with COVID-19.

It’s important to note some COVID-19 symptoms overlap with seasonal allergy and cold symptoms.

Employees should not come to work under any circumstances if they are sick and they should leave work immediately if they start to feel ill. Please contact Human Resources with questions.

Masks
- All employees will be required to wear a mask when interacting with others not in their stable group or cohort (i.e. in the hallways and outside of your classroom/department).
- Masks should be worn by staff members at all times when they are in close proximity to students.
- When maintaining social distancing in your classroom/department, employees do not need to wear one.
- Employees may bring their own mask and two masks will be provided by the District.
- Employees may be exempted from these requirements by the school principal or Superintendent due to a documented medical condition of the employee.
- Employees who refuse to wear a mask/cloth face covering at school under these
requirements will be subject to disciplinary action under Policy EBBA.

**Social Distancing**
- Best efforts will be made related to social distancing. However, there will be no guarantee that all staff and students will be socially distanced apart from one another, as we must work with the building space and capacity we have available.
- The District will continue to monitor health department recommendations regarding social distancing.
- Please do not congregate in public spaces.

**Wash Your Hands and Practice Good Health Etiquette**
- Clean your hands (consider regular “hand washing” breaks) and disinfect frequently touched items.
- Avoid touching your eyes, nose and mouth.
- Cover your mouth and nose with a tissue when coughing or sneezing; or use the inside of your elbow, not your hands.
- Clean your hands (wash them or use hand sanitizer) after coughing, sneezing, eating/handling food or touching things in “common” areas in your building (kitchen, mailroom, copier, lobby, etc.).

**Reporting and Job Responsibilities**
As we open our doors and continue to educate children in some traditional and non-traditional means, we will have a requirement for staff to report and assist in this goal. All information in planning will continue to be based on local health department guidance. Please note that this information may change at any time.

The District acknowledges that each individual may have their own views on what school should look like and what their reporting responsibility should be. However, the District will continue to take guidance from the local health department and DESE.

**Responsibilities for Communication and Dignity**
It is the employee’s responsibility to maintain the confidentiality of medical information regarding staff and students (Health Insurance Portability and Accountability Act - HIPPA). If employees send students to the office regarding COVID-19 related symptoms or any medically related symptoms, this is not information that the employee should share with individuals. The same is to be said about employees. The District does not promote gossip or discourteous treatment of staff, as stated in staff conduct policy GBCB and Data Governance and Security policy EHBC. We recognize that tensions will be high, and all positive cases will be communicated and/or addressed at the recommendations of both the CDC and our local health officials.

We must remember that during a regular school year, many similar symptoms are related to the standard flu, cold, and allergy seasons that coincide with the COVID-19 pandemic. We should not assume that someone has COVID-19 and discuss symptoms with others. We will leave any diagnosis to our local health authorities and will not establish ourselves as such in the school buildings.

**Reporting Leave**
If using personal leave or sick leave for non-COVID-19 related issues:
You must report to your supervisor in accordance with policies GCBDA and GDBDA, as well as policies GBCB and GBCBC.

If using leave related to COVID-19 (positive test for self or family member in your household/care or you do not have adequate childcare and are eligible for FMLA extension):
- You must report information to your supervisor and contact Human Resources for guidance.
- Follow HR guidance and complete all required steps under law and policy.
- If HR guidance is that you report to work, as you do not meet legal requirements, staff must comply with policies related to leave (GCBDA, GDBDA, GBCB, GBCBC).

COVID-19 Related Leave

Family First Coronavirus Response Act (FFCRA) – Emergency Paid Sick Leave
The FFCRA requires certain employers to provide employees with paid sick leave or expanded family and medical leave for specified reasons related to COVID-19. These provisions will apply from the effective date through December 31, 2020. The Act provides that employees are eligible for:
- Two weeks (up to 80 hours) of paid sick leave at the employee’s regular rate of pay where the employee is unable to work because the employee is quarantined (pursuant to Federal, State, or local government order or advice of a healthcare provider), and/or experiencing COVID-19 symptoms and seeking a medical diagnosis; or
  - Caps under the Paid Sick Leave Law are in place for payment.
- Two weeks (up to 80 hours) of paid sick leave 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 (pursuant to Federal, State, or local government order or advice of a healthcare provider) or care for a child (under 18 years of age) whose school or childcare provider is closed or unavailable for reasons related to COVID-19.
  - Caps under the Paid Sick Leave Law are in place for payment.

Employees who believe they may have symptoms due to COVID-19, have tested positive, are caring for someone in their home that has tested positive, or are caring for a child (under 18 years of age) whose school or childcare provider is closed or unavailable for reasons related to COVID-19, must contact Human Resources and follow their guidance. Supervisors should also follow up with Human Resources. Human Resources may have conversations related to symptoms and medical treatment, as defined under Equal Employment Opportunity Commission guidance https://www.jdsupra.com/legalnews/eeoc-issues-updated-guidance-regarding-14394/.

Family First Coronavirus Response Act (FFCRA) – Expanded Family Medical Leave
The FFCRA – Family Medical Leave Expansion allows employees to care for a child (under 18 years of age), whose school or childcare provider is closed or unavailable for reasons related to COVID-19.
- FFCRA provides up to 10 weeks of paid expanded family and medical leave at two-thirds pay. Employees must have been employed for at least 30 calendar days, are unable to work due to a bona fide need for leave to care for a child whose school or childcare provider is closed or unavailable for other related reasons to COVID-19.
- Employees cannot use the leave intermittently. This means that employees’ expanded
FMLA leave regarding COVID-19 must be consistent with no breaks and will be paid at only two thirds (2/3) rate of their regular pay.

- Caps under the Expanded Leave Law are in place for payment.

- Employees using FMLA Expanded Leave related to COVID-19 will be entitled to 12 weeks total, 10 of which will be paid under the FFCRA.
  - It shall not be an additional 12 weeks to the 12 weeks provided under FMLA, but may be run concurrently by the District.
  - Pursuant to Board Policy GGBDA, District-provided leave will be required to be used concurrently with expanded FMLA leave, except for when an employee is using emergency paid sick leave under the FFCRA concurrently with expanded FMLA during the first two weeks.

Notice: Where leave is foreseeable, an employee should provide notice of leave to the employer as is practicable. After the first workday of paid sick time, an employer may require employees to follow reasonable notice procedures in order to continue receiving paid sick time. Employees and supervisors should contact Human Resources for guidance.

Qualifying Reasons for Leave
Under the FFCRA, an employee qualifies for emergency paid sick leave if the employee is unable to work (or unable to telework) due to a need for leave because the employee:

1. is subject to a Federal, State, or local quarantine or isolation order related to COVID-19;
2. has been advised by a health care provider to self-quarantine related to COVID-19;
3. is experiencing COVID-19 symptoms and is seeking a medical diagnosis;
4. is caring for an individual subject to an order described in (1) or self-quarantine as described in (2);
5. is caring for a child whose school or place of care is closed (or childcare provider is unavailable) for reasons related to COVID-19; or
6. is experiencing any other substantially-similar condition specified by the Secretary of Health and Human Services, in consultation with the Secretaries of Labor and Treasury.

Lebanon R-3 Schools offers employees, based on their workday and FTE, personal paid leave, paid sick leave and emergency leave options provided under policies GCBDA and GDBDA. Additionally, the District has policies related to Family Medical Leave Act, as long as employees meet the minimum requirements and documentation requirements outlined under policy.

If Work Is Not Available (regular positions and extra duty)
If the District should have to close again in either a full model or partial model, full time positions and activities may be impacted. The District’s intent is to pay all individuals or re-assign duties to ensure that services are still provided to all students and that pay remains as budget allows. Should the budget be impacted in a way that the District cannot afford standard operating procedures, employees will be communicated with well in advance.
Resources for Staff

Additional Resources/Links:
Mental Health Guidance – We recognize that each individual may experience their own stress or trauma and has been uniquely impacted by COVID-19. We want to remind staff of the following resources to help assist during this time:

- Employee Assistance Program (provides up to 6 paid counseling visits to employees who are on the District’s insurance plan) - Available 24/7, 365 days a year. Everything you share is confidential. Face-to-face counseling or online visits via LiveHealth Online. Call 800-865-1044. Or go to anthemEAP.com and enter company code: MET
- Missouri Department of Mental Health - https://dmh.mo.gov/disaster-services/covid-19-information

Trainings Related to COVID-19
Every employee is required to complete mandated videos each year. This year we have added the following training as it relates directly to COVID-19 preparedness:

- Coronavirus Awareness (10 minutes)

Additional PD in August will focus on:

- Safety protocols (sanitation, distancing, masking, etc.).
- Instructional strategies to support virtual learning.
- Strategies to address achievement gaps.
- Curricular focus on "essential learning outcomes" (minimize non-essential content).
- Assessment plans to identify students lagging behind, closing the gap.
- Intervention plans to close the gap and make up ground.

Benefits
For information related to employee benefits or questions related to benefits during COVID-19 or anytime during employment with Lebanon R-3, please direct your questions to Benefits Coordinator, Kim Clark, at 657-6110.

Professional Development
Professional learning is the cornerstone for a strong educational system and will continue for R-3 employees when needed or required. Transitioning into the 2020-21 school year, all measures will be taken to provide employees with a safe method of receiving professional development that meets health department guidelines. When at all possible, professional development sessions will be provided virtually or with as minimal contact as possible.

If there is a need for face-to-face, in-person professional development to occur, social distancing and other safety measures will be followed in accordance with health department guidelines.

Professional Development Travel
Employee safety is paramount and extreme caution should be taken to not expose employees to undo risk through work-related travel.

If an employee believes there is a situation that warrants travel being approved for District
business, please send your building administrator and PDC representatives, an email outlining
the reason for the travel for District business. Approval will need to be secured before any
paperwork is to be completed or travel arrangements can be made.

All virtual professional learning that does not require travel needs to follow the established
procedures for approval through the supervisor and/or budget manager. No changes have been
made to the process of approval for non-travel expenses.

What can staff do to prevent the spread of COVID-19?
Staff are encouraged to take everyday preventive actions to prevent the spread of respiratory
illnesses. These actions include staying home when sick; appropriately covering coughs and
sneezes; cleaning and disinfecting frequently touched surfaces; wearing a mask when social
distancing is not possible; and washing hands often with soap and water. If soap and water are
not readily available, use an alcohol-based hand sanitizer with at least 60% alcohol. Always
wash hands with soap and water if they are visibly dirty.

What is being done to keep staff safe?
The District is instituting additional cleaning measures, encouraging physical distancing,
changing structures in buildings to comply with local health department guidelines and providing
personal protective equipment (PPE).

What if there is a positive test in a building?
If there is a positive test within a school building, the District will comply with all local health
department orders. Additional cleaning and sanitation procedures will be followed to ensure that
the building has been treated. All procedures implemented will be based on health department
recommendations and in accordance with policy.

What if I am sick but it’s not COVID related?
If you are sick but it is not COVID-19 related, you will use your sick leave in accordance with
policy GCBDA or GDBDA. This process will not change from our previous standard process in
accordance with policy.

Do I need to contact Human Resources regarding my COVID-related leave?
Yes, HR will direct you to the type of leave that is required/allowed under federal law and/or
policy. You may not have to use your own personal paid or sick leave if it is COVID related.
However, there will be a process to determine this and you will want to work with Human
Resources through that process.
How do I report my leave?
If you are out for COVID or non-COVID related reasons, you will need to let your supervisor know. You will report and have your leave recorded normally if non-COVID related. If it is COVID related, you will also need to be in contact with HR, so that we can direct you to the type of leave that is required/allowed for the absence.

Can my supervisor or HR send me home? If so, do I have to use my leave?
The District may send you home if it is believed you have symptoms related to COVID. For the day that the District sends you home paid administrative leave will be provided. There will be expectations for employees to pursue treatment or medical consultation. If you do not pursue this responsibility, you will then be required to use your own leave for any time missed. If you continue to be gone for COVID related reasons and are seeking treatment through a medical provider including testing, then you may be eligible for the emergency sick leave through FFCRA.

Can my supervisor or HR ask me about my symptoms if they are related to COVID?
Yes, the Equal Employment Opportunity Commission has weighed in on COVID related conversations in the workplace. Normally an employer may not ask you specific questions related to symptoms without medical documentation. However, as COVID is a medical condition that affects others and has been deemed a public health concern, employers may ask employees if they are experiencing COVID-related symptoms, even prior to the employee working at the facility/location.

What if I don’t feel comfortable coming into work?
The District recognizes that every employee is feeling varying levels of comfort right now and there is a lot of information circulating regarding COVID-19. What we know for certain is that our local health officials are guiding us through the process based on the latest science and data. They are implementing guidelines to ensure that our staff and students are safe. Although you may have fears about returning, we will be directing employees to return to their positions based on those guidelines. If at any time the guidelines are relaxed or tightened based on the data, then Lebanon R-3 will adjust to those changes. If you have a medical condition that prevents you from returning, you will need to contact Human Resources.

If I am a benefit earning employee and use COVID related leave, will I still get my benefits?
As long as you are a benefit eligible employee, and remain in paid status, your District-provided and paid benefits will continue. If you are no longer in paid status and are using some form of approved non-paid leave, you may be responsible for a portion of your benefits premium. Contact the benefits office regarding this information.

If I am caring for my child who has COVID, do I get the 2/3 emergency paid sick leave for two weeks and then up to 10 weeks of 2/3 paid leave for the expanded FMLA?
You could. For situations that are specific to COVID, please contact Human Resources for direct guidance.

If I am caring for my child, can I use the leave every other day or every other week?
Leave provided under the Family First Coronavirus Response Act (FFCRA) can only be used
intermittently upon agreement between the employee and the employer. At this time, the District is not permitting employees to use FFCRA leave intermittently. Essentially then, leave must be continuous and not used every other day or every other week or even in hourly increments.

May I take my paid sick leave for more than one occasion?
If you no longer have a qualifying reason for taking paid sick leave before you exhaust your paid sick leave, you may take any remaining sick leave at a later time until December 31, 2020 if another qualifying reason occurs.

If I am using 12 total weeks to care for my child, why do I only get 10 weeks at 2/3 pay?
Does this mean the first two weeks are unpaid?
Correct. The first two weeks are unpaid, as outlined in the Family First Coronavirus Response Act. However, you may be entitled to emergency paid sick leave during these first two weeks, or you may be required to use existing District-provided leave during that time.

Will Workers’ Compensation coverage apply to any potential reported COVID related employee illnesses, the need or request for testing and the possibility of quarantine and the subsequent loss of earnings resulting from a closed school or campus?
No. MUSIC has conferred with workers’ compensation legal counsel to obtain a coverage opinion on whether or not the illness would qualify as an occupational illness or meet the requirements of a workers’ compensation claim. Due to the nature of the virus and the multiple ways it may be contracted, it does not fall under the definition of workers’ compensation.

What if there is an uptick in positive cases in Laclede County?
The District will continue to partner and communicate frequently with our local health professionals for guidance. Their input will help guide not only what school will look like for students, but also provide direction on staffing.

What if I or my child have a compromised immune system?
If you are eligible for either FMLA or expanded FMLA provided under the FFCRA, you may have the opportunity to receive paid or unpaid leave. Please contact HR and work through all scenarios.

How should staff talk with students about COVID-19?
As public conversations around COVID-19 increase, children may worry about themselves, their family, and friends getting ill with COVID-19. Educators can play an important role in helping children make sense of what they hear in a way that is honest, accurate, and minimizes anxiety or fear. CDC has created guidance to help adults have conversations with children about COVID-19 and ways they can avoid getting and spreading the disease.

What protocols will be in place in each building to properly disinfect classrooms and commonly touched surfaces?
- Custodial staff will train teachers on how to disinfect desks, chairs and commonly touched surfaces.
- Procedures to clean frequent touchpoints will be implemented for cleaning crews to disinfect critical areas daily. Inventory quantities will be regularly tracked and
documented to properly supply the schools. Changes may need to be implemented based on supplies.

- Staff will require use of hand sanitizer when students are entering each classroom, before and after lunch and at the restroom. High school and middle school teachers will require students to sanitize hands when they walk into the classroom, before lunch and after lunch. Elementary school teachers will build in time to have students periodically wash hands throughout the day, including, but not limited to, the start of the day, before and after lunch and following recess.
- Teachers will disinfect desks and chairs between groups of students with a 4-minute wait time on disinfectant.
- Teachers will be responsible for refilling sanitizer. Custodial staff will make sure that staff has access to the stored sanitizer within their buildings.

What additional measures will staff be expected to perform to limit potential exposure to other students/staff (in individual classrooms during the day)?

Teachers will review new routines, and new procedures will be taught and practiced in all classrooms for arrival, dismissal and lunch protocols. The following procedures should be implemented by teachers in their classrooms and workspaces on a daily basis:

- All employees should work to keep their office and workspace as clean as possible by cleaning and disinfecting their workstations, surfaces they commonly use and other touchpoints.
- Employees should also avoid using others’ workstations, supplies, tools and equipment. Additionally, whenever an employee uses standard office equipment (e.g., printer or fax machine), it should be wiped down prior to and following use. Employees will be supplied with disinfectant and towels.
- Implement a limit on the use of community supplies.
- Use technology devices for work submission instead of paper when possible.
- Use virtual manipulatives/tools as much as possible.
- Limit multiple students touching/interacting with the same materials.
- Keep students physically distant within the classroom as much as possible.
- Support physical distancing between classes.
- Ensure students are facing the same direction as much as possible.

What will the cleaning protocol be for playgrounds and other outdoor areas?

Outdoor areas, like playgrounds in schools and parks generally require normal routine cleaning, but do not require disinfection.

- Disinfectant should not be used on outdoor playgrounds- it is not an efficient use of supplies and is not proven to reduce risk of COVID-19 to the public.
- High touch surfaces made of plastic or metal, such as grab bars and railings should be cleaned routinely.
- Cleaning and disinfection of wooden surfaces (play structures, benches, tables) or groundcovers (mulch, sand) is not recommended.
Will there be any expectations for social distancing inside the school building? In large participation classes (band, choir, PE, drama, etc.)? At school sponsored activities? What about classrooms that only have tables and chairs (2-4 students per table), not individual student desks?

Every attempt should be made to provide social distancing for students when possible.

Will online instruction take place exclusively through Launch or will teachers be given an opportunity to teach their own seated classes via an online approach?

If there are enough students to make a class, Lebanon teachers will be used to deliver instruction virtually for grades K-5. LAUNCH will be used for students in grades 6-12.

Will employees be tested for COVID-19 on a regular basis?

At this time, employees will not be tested for COVID-19 on a regular basis.