



## **Policies Related to COVID-19**

**(Revised 1/07/2021)**

### **Operations**

Policy BFF - Suspension of Policy (Optional). In the event of emergency or special circumstances, the operation of any individual policy, section or sections of Board policy, including those governing its own operational procedures, may be temporarily suspended by a majority of the Board members at any regular, special or emergency meeting. This suspension, however, does not apply to any section of Board policy that may be established by law, collective bargaining agreement or other contract. (Be sure to establish a time limit for the suspension, e.g., This policy is suspended for [...]).

Policy DJC and AR - Bidding Requirements (Highly Recommended). The board can delegate to the superintendent or designee the emergency contracting authority. Recommend that boards make the motion time specific, for example: until July 1, 2020.

### **Leaves**

Policy GCBDA/GDBDA - Family Medical Leave \* (Required) and ARs 1-7 (Conditionally Required). Policy does apply for employee's serious health condition or to take care of a family member's serious health condition.

***Expired 12/30/2020:*** Policy GCBDA/GDBDA - COVID-19 Related Leave and GCBDA/GDBDA-AR(1) (Highly Recommended) and GCBDA/GDBDA-AR(2) Form (Optional) created to inform about The Families First Coronavirus Response Act ("FFCRA"). If the board adopted this policy and implemented its ARs, rescinding of same is now recommended. Review updated OFLA language adopted by BOLI in 2020 and update other policy and ARs as needed. If staff receives FMLA/OFLA benefits, review GCBDA/GDBDA-AR(1), AR(2) and AR(4), and update, or if staff receive OFLA only benefits, review and update similar AR codes that represent OFLA only benefits.

Policy GCBDD/GDBDD - Sick Time (Required). Specifically covers "in the event of a public health emergency". (Neither OFLA/FMLA nor sick leave (ORS 332.507) have COVID-19 as a covered condition.) A possibility to cover a required quarantine. This leave can be limited to 40 hours per year and can run concurrently with other leave (depending on other policy).

Policy GCBDD/GDBDD - Personal Illness and Injury Leave (Required) (Sick leave pursuant to ORS 332.507). Does not include a public health emergency as does sick time and it is not yet determined if it can be used for required quarantine.

## **Special Education**

Policy IGBAJ and AR - Special Education - Free Appropriate Public Education (FAPE) (Required, except for charter schools).

## **Student Attendance**

Policy JED - Student Absences and Excuses (Required).

## **Communicable Disease/Emergency Plans**

Policy EBBA - First Aid and Infection Control (Required) and AR (Optional).

Policy EBBA - Infection Control and Bloodborne Pathogens (Optional). References the required Exposure Control Plan.

Policy EBBB Injury/Illness Reports (Required). Regular cold and flu virus illnesses do not fall under this policy, but COVID-19 could be considered a work-related illness. The staff member must be able to make a connection that the exposure occurred as part of their work assignment. Employers should utilize Form 300 when recording these incidents.

Policy EBC/EBCA - Emergency Procedures and Disaster Plans (Optional). Policy references the required Emergency Procedures Plan. An employer may have language addressing pandemic flu and declared public health emergencies.

Policy EBCD - Emergency Closures (Highly Recommended). This policy allows the superintendent (or school administrator) to close the schools in emergency and hazardous situations and is broader than just weather-related closures.

Policy GBEB and AR - Communicable Diseases - Staff (Highly Recommended). Includes the definition of restricted diseases and the authority of the Oregon Health Authority (OHA) to add to that list; there may be action by either OHA or the Oregon Department of Education (ODE) to add COVID-19 to this list.

Policy JHC - Student Health Services and Requirements (Highly Recommended). Requires the employer to maintain a “prevention-oriented health services program” which includes “health care and first-aid assistance that are appropriately supervised and isolates [sic] the sick or injured child from the student body” and which provides “control and prevention of communicable diseases as required by Oregon Health Authority, Public Health Division, and the county health department”.

Policy JHCC and AR - Communicable Diseases - Students (Required). Includes the definition of restrictable diseases, and as mentioned previously, there may be action by ODE and/or OHA to make COVID-19 a restrictable disease.

## **Equity**

Policy JB - Equal Education Opportunity (Required). Every student will be given equal educational opportunities regardless of age, sex, sexual orientation, race, religion, national origin, disability, marital status, or familiar status.

Policy JBB - Educational Equity (Optional). Educational equity is based on the principles of fairness and justice in allocating resources, opportunity, treatment and creating success for each student. Achieving equity means students' identities will not predict or predetermine their success in school.

### **Electronic Communications**

Policy IIBGA and AR - Electronic Communications Systems (Required for districts; policy required for charter schools and AR highly recommended). The electronic communications system will be used to provide statewide, national, and global communications opportunities to staff and students including the compliance with the Children's Internet Protection Act (CIPA).

Policy GCAB - Personal Electronic Devices and Social Media - Staff (Highly Recommended). Addresses the parameters of communication with students.

Policy EGAAA -Reproduction of All Copyrighted Materials (Highly Recommended) and AR (Optional).

### **Instructional Hours/Graduation Requirements**

Policy IC/ICA - School Year/School Calendar (Highly Recommended). Instructional hours are addressed in this policy. If you list specific required hours (OSBA does not recommend such) in board policy, the policy may need to change or be suspended for the 2020-2021 school year. If current adopted policy follows the recommended OSBA model policy and simply states "meeting and exceeding state requirements," nothing needs to be done.

Policy IKF - Graduation Requirements (Version 1 or 2; Required) and AR (for policy Version 2, Required). Please see released guidance from [ODE](#), *Ready Schools, Safe Learners: Guidance for School Year 2020-21* and Oregon Administrative Rule (OAR) [581-022-0104](#).