



SALEM•KEIZER
PUBLIC SCHOOLS

School Board Meeting

COVID-19 Updates

March 16, 2020



COVID-19 Updates

School Board meeting: Guiding Principles

Guiding Principles

- Calm and steady leadership
- Regular and reliable communication
- Flexible thinking



COVID-19 Updates

School Board meeting: Organizational Response

Actions taken up to this point

- Incident command structure
- Succession planning
- Communication plan
- Ongoing and changing guidelines from governmental authorities



COVID-19 Updates

School Board meeting: Response Plan

Pandemic Flu & Infectious Disease Response Plan

Emergency Operations Center (EOC) Guiding Principles

- Equity
- Continuity of Operations
 - Normalcy
 - Sustainability
- Situational Awareness
- Recovery



COVID-19 Updates

School Board meeting: Operational Response

Nutrition Services

- 36 Sites
- Breakfast and Lunch Bags

Enhanced Cleaning

- Facilities
- Buses and Fleet Vehicles

COVID-19 Updates

School Board meeting: Communication & Partnerships

- Engaged 200+ community partners & faith leaders in emergency planning
- United Way donating non-perishable foods to be distributed without restrictions





COVID-19 Updates

School Board meeting: Communication & Partnerships

- SKEF supporting with books, children's learning supplements
- Sent messages through email, phone dialers, social media and texts
- Media coverage to amplify opportunity
- Will continue developing wraparound supports and exploring alternatives



COVID-19 Updates

School Board meeting: Communication & Partnerships

Ongoing communication

- Experiencing some technical difficulties with our platforms due to influx of use
- Autodialers in native languages
- Text messaging
- Social media
- Newsletters
- Amplify through community partners, legislators



COVID-19 Updates

School Board meeting: Staffing Implications

- Under the direction of the governor, schools are closed to students, but employees may report to work.
- District policy HUM-A002 was established to clarify which staff will report during a closure, such as inclement weather and other emergencies.
- During this unprecedented closure, SKPS has extended every available option to employees by allowing all leave accruals to be applied toward missed work time.
- Salem-Keizer met today with ASKESP leadership to explore additional options for supporting staff.



COVID-19 Updates

School Board meeting: Staffing Implications

- The district deeply values all our employees and is committed to supporting them in every way possible.
- Salem-Keizer **is not** the only district offering leave for staff impacted by the closure as a way for employees to maintain income.
- All districts are required to comply with wage and hour laws but may message their operating procedures in different ways. A few districts have existing contract language that allows for flexibility in pay.
- Salem-Keizer is following all employment laws, employee collective bargaining agreements (CBA's), and District policy.



COVID-19 Updates

School Board meeting: Staffing Implications

- If additional school days are added to the calendar, classified employees who work those days would be paid for the additional time (in compliance with wage and hour laws).
- Under state law, licensed staff are exempt from wage and hour pay and leave requirements and may be asked to fulfill working all their contract days. For example, if licensed employees are off work five days for an emergency closure, they may be required to work five days beyond the current work schedule and would not experience a change in their compensation (no cut in pay during the closure and no additional pay for the days added).
- The district is grateful for all employees who are continuing to report to work during the closure to maintain essential operations.



COVID-19 Updates

School Board meeting: Instructional Time impacts

According to ODE, if a district is required to close for a significant amount of time, the district has three options:

1. Add time to their district calendar (decision made by local school board);
2. Notify ODE that district is non-compliant and complete corrective action;
3. Apply to the State Board for a waiver of the Division 22 standard.

At this time, there is no need for districts to take action on steps 2 or 3. If there is a loss of instruction across the state, ODE and the State Board could temporarily waive the requirements for the 2019-2020 school year. ODE will explore a statewide option in the next several weeks.



COVID-19 Updates

School Board meeting: Continued learning

- FAQ from ODE on this topic. Stresses the importance that an online platform must provide access for **ALL students**.
- Difference between converting to a comprehensive on-line learning platform and offering additional resources to families.
- Not offering resources has implications as does offering resources that only a portion of our community can access.
- This week our teaching and learning team will post enrichment resources on our district website. In the next 2 weeks we will develop contingency plans for longer closures.
- Our district and community infrastructures are not currently equipped to offer a comprehensive online learning platform.



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