

Fond du Lac Ojibwe School
COVID-19 Preparedness Plan (Fall 2020-21)

The FDLOS COVID Preparedness Plan for Fall of 2020-21 will consist of the following RBC Declaration of a State of Emergency, Resolution #1101-20, Stay at Home Order, Resolution #1169/20, And Declaration of a Public Health Emergency, Resolution #1173/20; whereas the FDL Band has established a “COVID-19 Preparedness Plan” in order to guide ongoing operations and future re-openings.

The following policies are in accordance with and consistent with MN Executive Order 20-40. Policies are also established to explain practices and conditions to meet the Center for Disease Control and Prevention (CDC) and Minnesota Department of Health (MDH) guidelines, and the Human Services PHEP Team for COVID-19 standards, related to worker exposure to COVID-19.

FDLOS remains committed to the Federal, State, Local and Tribal guidelines for a safe and healthy return to school in August of 2020-21. FDLOS understands that in order to remain committed to a safe and healthy learning environment for the staff, students and community, it will take time for knowledge, practice, and implementation of the guidelines. FDLOS further understands there must be a willingness to anticipate and accept change as we move forward. FDLOS remains committed to providing a safe and healthy learning environment with the understanding that guidelines and recommendations may change day to day, week to week. The plan shall be reviewed by FDLOS Administration as needed with a minimum review of every 30 days.

Included in the document are policies for Phase 1-Full Learning at Home Program (Lowest risk), Phase 2- Re-entering School at More-Risk, and Phase 3-The New Normal (Highest Risk). These policies have been presented to the FDL EOC for approval. This policy does not include considerations or policy for school sports, or other large after-school or large group activities. Policy for school sports or other after-school or group activities is under development. Sports or other after-school or group activities will not be available until a plan is fully developed and approved by the EOC.

The CDC defines risk at, “Lowest Risk: Students and teachers engage in virtual-only classes, activities, and events. More Risk: Small, in-person classes, activities, and events. Groups of students stay together and with the same teacher throughout/across school days and groups do not mix. Students remain at least 6 feet apart and do not share objects (e.g., hybrid virtual and in-person class structures, or staggered/rotated scheduling to accommodate smaller class sizes). Highest Risk: Full sized, in-person classes, activities, and events. Students are not spaced apart, share classroom materials or supplies, and mix between classes and activities.” Taken from CDC website June 17, 2020.

At this time, Fond du lac Ojibwe School will open its doors for students on August 26, 2020 following Phase 2 policies. FDL Ojibwe School families will be informed of the Re-Opening Plan and given the opportunity to choose Face-to-Face learning, the Learning at Home program, or a combination of each. FDL Ojibwe School families and students will be provided an orientation of protocols and procedures outlined in the Re-Opening Plan.

Phase 1 - Full *Learning at Home* Program Implementation.

The FLDOS completed the 2019-2020 school year in Phase 1. Phase 1 shall be re-implemented if any student has been diagnosed with COVID19, or if a Stay-At-Home Order is given by the FDL RBC. All staff, students, and families must be prepared to shift to the Learning at Home program if the need arises for either the short term or long-term.

The following are the Phase 1 policies/procedures recommended to be implemented:

1. INFECTION PREVENTION MEASURES.

A. Learning at Home Program

- The online Learning at Home Program will be implemented. Teachers will provide curriculum, lessons, and support online. Support staff will provide support to teachers, as well as support and tutoring to students. All staff will provide Socio-Emotional support to students.
- Families will be notified of the Phase 1 implementation of the Learning at Home program through Facebook, Infinite Campus messaging, and TV/radio stations.
- Students will be provided phones to be used as hotspots for internet access, if needed. Students will be provided technology (iPad or Chromebook) to be used for classwork and communication with teachers or schools.
- Flexible schedules may need to be implemented to meet the students' needs during this time.

B. Lunch Service - FDLOS will provide sack lunches to all students during the Learning at Home program.

- All bus driver's and Lunch Bunch crew will be screened prior to bus runs. Staff (including bus drivers) will wear masks while riding the bus. Buses will be cleaned and disinfected after each run. Windows will be kept open when possible to maximize air flow.
- Staff will receive training regarding additional safety measures due to COVID19.
- Staff making lunches will wear face masks and gloves.
- Staff delivering lunches will wear face masks and gloves. Disinfectant will be available in each vehicle that delivers the sack lunches.
- Vehicles will be cleaned and disinfected after each lunch delivery run.

C. Essential Workers

- Only essential workers will be allowed in the building. Screening shall occur at the door (see #2. Prompt Identification/Isolation of Sick Persons).
- All people, upon entering the building, shall first be screened through temperature checks and will be asked a series of questions (as recommended by the CDC) to assist with identifying potentially infected people. If an employee has a temperature higher than 100.0 degrees the employee will be not be permitted to work and will need to contact their healthcare provider. Staff-starts will be staggered to begin at 7:30 a.m.
- All staff who enter the building will wear masks. Masks will be made available. Staff who have medical issues and cannot wear masks (e.g. asthma) will need to visit with their medical provider for recommendation of mask/shield type. Staff with medical conditions can wear surgical masks, face shields, or other, as recommended by medical provider.
- Hand Sanitizer Stations will be placed strategically throughout the building (including the classrooms) for staff, student and personnel use.
- Staff will use disposable gloves where applicable to prevent transmission onto tools or other items.
- Plexi-glass barriers will be installed in several designated areas within the building and within vans for safe transport if needed.
- No walk-in visitors will be allowed. All potential visitors must set up appointments to enter building and be screened.

2. PROMPT IDENTIFICATION/ISOLATION OF SICK PERSONS:

- Daily screenings will occur, prior to any person entering the building.
- If a staff with probable or confirmed COVID19 is identified the space the person was in will be cleared until cleaned and sanitized.
- Any staff member reporting illness to the appropriate person, shall be asked to go home and contact their family physician. Based upon the physician's recommendations, the staff member may return to work with written permission to do so from the physician.

- Any person with medical conditions (for example asthma) is encouraged to discuss these matters with the school nurse, for appropriate measures to be taken, for protection from and prevention of potential spreading of any illnesses.
 - For those staff with COVID related symptoms, contact tracing will begin by designated staff.
3. ENGINEERING and ADMINISTRATIVE CONTROLS for SOCIAL DISTANCING:
- Staff members will be working from home except for essential staff needed to run building and the Learning at Home program.
 - Activities shall be set up and managed in a way to provide safe social distancing with groups activities of up to 10 people or less.
 - If teachers, or other staff members, need to enter the building they will schedule a time with designated staff. Only one teacher, or staff member will be allowed in each wing of the school (with exception of lunch crew).
 - The Lunch Bunch crew will practice social distancing while making lunches. They will be stationed 6 feet apart during the lunch making process.
 - Social distancing illustrations shall be posted throughout the building and in the classrooms. All staff will be reminded of social distancing practices as they enter the building. All staff will be reminded of social distancing practices throughout the duration of Phase 1.
4. HOUSEKEEPING, INCLUDING CLEANING, DISINFECTING, and DECONTAMINATION:
- Along with general, daily cleaning by our janitorial staff, all staff members will participate in wiping down commonly and frequently used areas and surfaces with EPA approved disinfectants. These areas include, but are not limited to desks, door handles, handles in general, sinks, faucets, toilet handles, and telephones, etc.
 - The areas used by the Lunch Bunch will be disinfected after each use.
 - Teachers and staff are responsible for disinfecting and general cleaning of the classroom areas. Alcohol wipes or 70% isopropyl alcohol will be used to clean keyboards and electronics.
 - Wands and other UV-C technology based disinfectant items have been requested as a secondary option of disinfecting measures. Masks, gloves, and general cleaning supplies will be provided for use in maintaining a generally clean and disinfected working area for staff and students.
 - Heavy use of disinfectant procedures will not be used when children are present. Area/space will be aired out before students return.
 - Classrooms with rugs will be vacuum as needed using a HEPA filter and/or HEPA vacuum bags.
 - Buses/vans will be disinfected after each lunch run.
5. COMMUNICATIONS and TRAINING for MANAGERS and EMPLOYEES to HELP IMPLEMENT PLANS:
- All FDLOS Staff Members will participate in appropriate training(s) that will provide the FDLOS Preparedness Plan for 2020-21.
 - Trainings shall provide information and strategies for practicing and implementing current guidelines, and any potential changes to the Preparedness Plan, in accordance with Federal, State and FDL Policy and Procedure. These trainings may take place during orientation, professional development days and potentially through online measures such as tutorials, virtual meetings, teleconference meetings, and so on.
6. PROVISION of MANAGEMENT and SUPERVISION NECESSARY to ENSURE EFFECTIVE ONGONG IMPLEMENTATION of the PLAN.
- Staff will participate in safety training for COVID19 in order to understand and implement routines/protocols. For the safety of our students, staff, and community, staff will adhere to the policies that are put in place by the FDL EOC. If policy is not followed staff is subject to disciplinary action.
 - For the safety of our students, staff, and community, staff will adhere to the Fond du Lac Ojibwe School COVID-19 Preparedness Plan. If policy is not followed staff is subject to disciplinary action.
 - Employee who choose to remove themselves from the school setting because they do not believe it is safe for them to work may take FMLA, leave, or no pay. Covid-19 Leave Policies (Appendix A).

- If a staff member is diagnosed with COVID19, the staff member must quarantine themselves for 14 days. Depending on severity of symptoms the staff member may continue work from home in accordance with the Fond du lac Covid-19 Leave Policy.
- If needed, staff members may use a face shield and other protected equipment as recommended by their medical provider. Please visit with school nurse if this is the case (e.g. staff with asthma, or staff that need to show the mouth to communicate).
- All staff must be prepared to shift to the Learning at Home program if the need arises.
- All staff will follow the Fond du Lac Covid-19 Leave Policies (Appendix A).

Phase 2 – Re-Entering School following CDC Low-Risk guidelines.

Phase 2 will be implemented with the start of school in August of 2020 unless changes in COVID19 warrant beginning school in Phase 1. Administrative staff will begin August 12, teachers will begin August 19, all-staff will begin August 20, and students will begin August 26, 2020. The following are the Phase 2 policies/procedures to be implemented and adhered to while staff, students and community members, enter and attend, the Fond du Lac Ojibwe School and participate in the general day to day operations of the building:

1. INFECTION PREVENTION MEASURES.

- All bus driver's and aids will be screened prior to bus runs. Students and staff (including bus drivers) will wear masks while riding the bus. Students who have medical issues and cannot wear masks (e.g. asthma or special needs) will be given a shield guard, or face guard, or other protected equipment as recommended by their medical provider. Student/household will sit in every other seat. Buses will be cleaned and disinfected after each run. Windows will be kept open when possible to maximize air flow.
- All students and staff will wear masks throughout the day except for meal or snack time. Masks will be made available, if needed, to students before they step on the bus. Those who do not ride the bus will be able to get a mask at the front door. Staff and students who have medical issues and cannot wear masks (e.g. asthma or special needs) will be given a shield guard, or face guard, or other protected equipment as recommended by their medical provider.
- All students shall be temperature checked and screened with CDC recommended health questions (appropriate with their age level) before loading the bus. Any identified students as being potentially sick will be asked to remain home for the day. Identified School Staff will follow up with the family, that day. Before being allowed to return to the building, parent/caregiver will have to follow up with their physician and proceed with the physician's recommendations. **Documentation of the physician's recommendations for a safe return to school must be provided to school officials before a return will be allowed.**
- All students will wash their hands after entering the school building.
- All families of students attending FDLOS will be encouraged to and expected to, provide updated phone number and address changes, as soon as possible. This will assist with the school being able to provide information to the families of our students.
- All people, upon entering the building, shall first be screened through temperature checks and will be asked a series of questions (as recommended by the CDC) to assist with identifying potentially infected people. If an employee has a temperature higher than 100.0 degrees the employee will be not be permitted to work and will need to contact their healthcare provider. Staff-starts will be staggered to begin at 7:30 a.m.
- Hand Sanitizer Stations will be placed strategically throughout the building (including the classrooms) for staff, student and personnel use.
- Staff will use disposable gloves where applicable to prevent transmission onto tools or other items.
- Plexi-glass barriers will be installed in several designated areas within the building and within vans for safe transport if needed.
- No walk-in visitors will be allowed. All potential visitors must set up appointments to enter building and be screened.
- School nurse or designee will conduct random temperature screenings throughout the day.
- The staff lounge and refrigerators will not be used by staff.

2. PROMPT IDENTIFICATION/ISOLATION OF SICK PERSONS:

- Daily screenings will occur, prior to any person entering the building.
- Should a student become ill during the school day, triage with the school nurse (or other designated and qualified person) will take place. Parent/Caregiver will be notified that the student will need to be picked up immediately.
- While awaiting arrival of the caregiver, students will remain as isolated as possible within the nurse's office, or other appropriately designated safe area that is away from others. Should more than one student become ill at the same time, the nurse shall designate an appropriate and safe alternative waiting area for the additional student(s). This space will have a portable air filter.
- If a staff or student with suspected or confirmed COVID19 is identified the space the person was in will be cleared until cleaned and sanitized.
- If a student with probable or confirmed COVID19 is identified students will occupy another classroom or space until transportation is arranged to take students home.
- ***Students will be allowed to return to school only after having been seen by a physician and providing the school with written documentation that it is safe for the student to return to school.***
- Any staff member reporting illness to the appropriate person, shall be asked to go home and contact their family physician. Based upon the physician's recommendations, the staff member may return to work with written permission to do so from the physician.
- Any person with medical conditions (e.g. asthma) is encouraged to discuss these matters with the school nurse and their medical provider, for appropriate measures to be taken, for protection from and prevention of potential spreading of any illnesses.
- For those staff/students with COVID related symptoms, contact tracing will begin by designated staff.
- Families will be told of any confirmed COVID19 cases via Facebook and messaging in Infinite Campus.

3. ENGINEERING and ADMINSTRATIVE CONTROLS for SOCIAL DISTANCING:

- School will encourage walking, biking, or being driven by caregivers to minimize number of students on bus.
- Morning bus arrival will be staggered to limit the number of students entering the building at the same time. Students will enter through three different doors based on the location of their classroom. School dismissal will also be staggered to limit the number of students in the hallways. Students will leave through the same door they entered.
- Classrooms shall be set up and managed in a way to provide safe social distancing through having only nine students per class. Desks shall be placed six feet apart and facing the same direction. Student will stay in one designated classroom and not transfer to another classroom.
- Breakfasts and lunches will be delivered to the individual classrooms as to limit the movement and interaction of students throughout the day.
- Physical Education and Music Education Classes – may be provided through a virtual setting, and/or through the teacher entering the classroom. Providing these courses in the classrooms will prevent the mingling of students and limit shuffling of students throughout the day. Appropriate cleaning of any items used during a physical education or music class will be expected as part of the classroom/school procedures. The items shall be designated for one student only, during the activity, cleaned, then returned to its appropriate place for storage. No items shall be shared among students without strict and appropriate cleaning.
- K-4 Students will have designated outside play on a weekly rotating basis. High-touch surfaces of metal or plastic will be cleaned after outside play (it is not necessary to clean wooden surfaces).
- Field trips, assemblies, and other large gathering will be canceled or delayed until Phase 3 resumes.
- The Early Bird program (before school drop off of students) will not be implemented.
- Within classrooms, hallways and bathrooms, teachers and staff will educate students on the importance of social distancing. Teachers and staff will role model, practice and implement, social distancing on a regular and daily basis for student mastery. Teachers and staff will also provide education to the students as to the importance of cleanliness, social distancing, and provide opportunities for students to demonstrate their mastery of the ability to practice and implement safe social distancing and consistent handwashing throughout the school day.
- Social distancing illustrations shall be posted throughout the building and in the classrooms. Social distancing practices shall be taught, practiced, and role modeled throughout the building.

- Accommodations will be made for families who choose distance learning or a combination of distance learning and face-to-face lessons. Teachers will provide distance learning (Learning at Home) lessons to students using the iPad or Chromebooks provided. Phones to be used as hot spots will be provided to students as needed. School supplies and paper homework will be delivered to the student if needed. Staff organizing and delivering homework will wear masks and practice CDC recommended hand washing and proper hygiene.

4. HOUSEKEEPING, INCLUDING CLEANING, DISINFECTING, and DECONTAMINATION:

- Along with general, daily cleaning by our janitorial staff, all staff members will participate in wiping down commonly and frequently used areas and surfaces with EPA approved disinfectants. These areas include, but are not limited to desks, door handles, handles in general, sinks, faucets, toilet handles, and telephones, etc. Teachers and staff are responsible for disinfecting and general cleaning of their areas. Alcohol wipes or 70% isopropyl alcohol will be used to clean keyboards and electronics. EPA cleaning guidance will be followed.
- Wands and other UV-C technology based disinfectant items have been requested as a secondary disinfecting measure. Masks, gloves, and general cleaning supplies will be provided for use in maintaining a generally clean and disinfected working area for staff and students.
- Heavy use of disinfectant procedures will not be used when children are present. Area/space will be aired out before students return.
- Classrooms with rugs will be vacuum daily using a HEPA filter and/or HEPA vacuum bags.
- Again, classrooms will be set up in such a fashion as to practice social distancing. 9:1 student/teacher ratio. Desk spacing shall be appropriate. Students will have their own individual bin where the student's school supplies will be stored. Library, or other books, will be placed in a quarantine bucket until the book can be used by another student.
- Student will use the bathroom facilities individually. Toilet and sink will be wiped with disinfectant after each use by staff.
- Buses will be disinfected after each route.

5. COMMUNICATIONS and TRAINING for MANAGERS and EMPLOYEES to HELP IMPLEMENT PLANS:

- All FDLOS Staff Members will participate in appropriate training(s) that will provide the FDLOS Preparedness Plan for 2020-21.
- Trainings shall provide information and strategies for practicing and implementing current guidelines, and any potential changes to the Preparedness Plan, in accordance with Federal, State and FDL Policy and Procedure. These trainings may take place during orientation, professional development days and potentially through online measures such as tutorials, virtual meetings, teleconference meetings, and so on.

6. PROVISION of MANAGEMENT and SUPERVISION NECESSARY to ENSURE EFFECTIVE ONGONG IMPLEMENTATION of the PLAN.

a. Potential refusal or inability for students to participate in safe distancing in school:

- These COVID-19 conditions and new learning environments will take getting used to by many. Through educating the staff and students, providing accurate and factual information, FDLOS has potential for a positive learning environment for the 2020-21 school year, within the building.
- Students whom demonstrate difficulty following the recommended and expected guidelines for a safe and healthy learning environment, either through physical, behavioral, emotional and/or mental health capacities, will be spoken with by designated staff members in the building.
- Providing students and staff with the necessary knowledge as to why FDLOS expects these behaviors is a must. All students will have a varied understanding and acceptance of the COVID-19 situation in the school. Therefore, FDLOS will take the age appropriate steps for assisting students with learning, practicing and implementing, the necessary steps FDLOS must take in order to protect everyone's health and well-being.
- The age appropriate steps may include, but are not limited to, additional discussion with the student, by teachers and additional appropriate staff, phone calls home to identify the need for and request additional parental/caregiver assistance, additional training for students and families, referral to Mental Health Professionals or Medical Professionals, possible disciplinary action, to include education, detention, in and/or out of school suspension, should students continue to demonstrate the inability to follow FDLOS expectations

for a safe and healthy learning environment. If a student is unable to participate in the health and safety measures of the school, the student and parent/guardian will need to develop an education plan with Admin.

b. FDLOS Staff

- Staff will participate in safety training for COVID19 in order to understand and implement routines/protocols.
- For the safety of our students, staff and community staff will adhere to the policies that are put in place by the FDL EOC. If policy is not followed staff is subject to disciplinary action.
- For the safety of our students, staff and community staff will adhere to the Fond du Lac Ojibwe School COVID-19 Preparedness Plan. If policy is not followed staff is subject to disciplinary action.
- Employee who choose to remove themselves from the school setting because they do not believe it is safe for them to work may take FMLA, leave, or no pay. See Covid-19 Leave Policies (Appendix A).
- If a staff member is diagnosed with COVID19, the staff member must quarantine themselves for 14 days. Depending on severity of symptoms the staff member may continue work from home in accordance with the Fond du Lac Bank COVID Leave Policy.
- If needed, staff members may use a face shield and other protected equipment as recommended by their medical provider. Please visit with school nurse if you feel this is the case (ex. staff with asthma, or staff that need to show the mouth to communicate).
- All staff must be prepared to shift to the Learning at Home program if the need arises.
- All staff will follow the Fond du Lac Covid-19 Leave Policies (Appendix A).

Phase 3 – The New Normal School policies

The FDL Ojibwe School will implement face-to-face instruction to FDL Ojibwe School students. Instructions will be provided on-site. FDLOS will move to Phase 3 when vaccination is made available to the FDL community, and/or there is herd immunity. The decision will be made in partnership with and approval from the FDL RBC and EOC; using information from the CDC, and guidelines from the MN Department of Education, MN Department of Health, and the Bureau of Indian Education. The following are the Phase 3 policies/procedures to be implemented and adhered to while staff, students and community members, enter and attend, the Fond du Lac Ojibwe School and participate in the general day to day operations of the building:

1. INFECTION PREVENTION MEASURES.

- Students and staff (including bus drivers) can choose to wear masks while riding the bus. Buses will be cleaned and disinfected after each run.
- Staff and students can choose to wear face masks, but it is not a requirement.
- All families of students attending FDLOS will be encouraged to and expected to, provide updated phone number and address changes, as soon as possible. This will assist with the school being able to provide information to the families of our students.
- Hand Sanitizer Stations will be placed strategically throughout the building (including the classrooms) for staff, student and personnel use.
- Staff and students will continue with hand-washing and sanitizing.
- Staff will use disposable gloves where applicable to prevent transmission onto tools or other items.
- No walk-in visitors will be allowed. All potential visitors must set up appointments to enter building.
- Any illnesses of students will be checked by the school nurse.

2. PROMPT IDENTIFICATION/ISOLATION OF SICK PERSONS:

- Should a student become ill during the school day, triage with the school nurse (or other designated and qualified person) will take place. Parent/Caregiver will be notified that the student will need to be picked up immediately.
- While awaiting arrival of the caregiver, students will remain as isolated as possible within the nurse's office, or other appropriately designated safe area that is away from others. Should more than one student become ill at the same

time, the nurse shall designate an appropriate and safe alternative waiting area for the additional student(s). This space will have a portable air filter.

- If a staff or student with probable or confirmed COVID19 is identified the space the person was in will be cleared until cleaned and sanitized.
- If a student with probable or confirmed COVID19 is identified students will occupy another classroom or space until transportation is arranged to take students home.
- ***Students will be allowed to return to school only after having been seen by a physician and providing the school with written documentation that it is safe for the student to return to school.***
- Any staff member reporting illness to the appropriate person, shall be asked to go home and contact their family physician. Based upon the physician's recommendations, the staff member may return to work with written permission to do so from the physician.
- Any person with medical conditions (e.g. asthma) is encouraged to discuss these matters with the school nurse, for appropriate measures to be taken, for protection from and prevention of potential spreading of any illnesses.
- For those staff/students with COVID related symptoms, contact tracing will begin by designated staff.
- Families will be told of any confirmed COVID19 cases via Facebook and messaging in Infinite Campus.

3. ENGINEERING and ADMINISTRATIVE CONTROLS for SOCIAL DISTANCING:

- Students will enter through three different doors based on the location of their classroom. School dismissal will also be staggered to limit the number of students in the hallways. Students will leave through the same door they entered.
- Breakfast and lunch will be provided in the cafeteria. If needed, schedule will be reviewed to decrease the interaction of students during this time.
- Selected field trips can resume, but will be reviewed for safety and health purposes (e.g. large groups vs. small groups, a determined COVID19 hot spot).
- The Early Bird program (before school drop off of students) will be reinstated.
- Teachers and staff will also provide education to the students as to the importance of cleanliness, social distancing, and provide opportunities for students to demonstrate their mastery of the ability to practice and implement consistent handwashing throughout the school day.
- Good hygiene and hand washing illustrations shall be posted in the building and in the classrooms.

4. HOUSEKEEPING, INCLUDING CLEANING, DISINFECTING, and DECONTAMINATION:

- Along with general, daily cleaning by our janitorial staff, all staff members will participate in wiping down commonly and frequently used areas and surfaces with EPA approved disinfectants. These areas include, but are not limited to desks, door handles, handles in general, sinks, faucets, toilet handles, and telephones, etc. Teachers and staff are responsible for disinfecting and general cleaning of their areas. Alcohol wipes or 70% isopropyl alcohol will be used to clean keyboards and electronics.
- Wands and other UV-C technology based disinfectant items have been requested for added disinfecting measures. Masks, gloves, and general cleaning supplies will be provided for use in maintaining a generally clean and disinfected working area for staff and students.
- Heavy use of disinfectant procedures will not be used when children are present. Area/space will be aired out before students return.
- Classrooms with rugs will be vacuum daily using a HEPA filter and/or HEPA vacuum bags.
- Buses will be disinfected after each route.

5. COMMUNICATIONS and TRAINING for MANAGERS and EMPLOYEES to HELP IMPLEMENT PLANS:

- All FDLOS Staff Members will participate in appropriate training(s) that will provide the FDLOS Preparedness Plan for 2020-21.
- Trainings shall provide information and strategies for practicing and implementing current guidelines, and any potential changes to the Preparedness Plan, in accordance with Federal, State and FDL Policy and Procedure. These trainings may

take place during orientation, professional development days and potentially through online measures such as tutorials, virtual meetings, teleconference meetings, and so on.

6. PROVISION of MANAGEMENT and SUPERVISION NECESSARY to ENSURE EFFECTIVE ONGONG IMPLEMENTATION of the PLAN.

a. Potential refusal or inability for students to participate in safe distancing in school:

- These COVID-19 conditions and new learning environments will take getting used to by many. Through educating the staff and students, providing accurate and factual information, FDLOS has potential for a positive learning environment for the 2020-21 school year, within the building.
- Students whom demonstrate difficulty following the recommended and expected guidelines for a safe and healthy learning environment, either through physical, behavioral, emotional and/or mental health capacities, will be spoken with by designated staff members in the building.
- Providing students and staff with the necessary knowledge as to why FDLOS expects these behaviors is a must. All students will have a varied understanding and acceptance of the COVID-19 situation in the school. Therefore, FDLOS will take the age appropriate steps for assisting students with learning, practicing and implementing, the necessary steps FDLOS must take in order to protect everyone's health and well-being.
- The age appropriate steps may include, but are not limited to, additional discussion with the student, by teachers and additional appropriate staff, phone calls home to identify the need for and request additional parental/caregiver assistance, additional training for students and families, referral to Mental Health Professionals or Medical Professionals, possible disciplinary action, to include education, detention, in and/or out of school suspension, should students continue to demonstrate the inability to follow FDLOS expectations for a safe and healthy learning environment. If a student is unable to participate in the health and safety measures of the school, the student and parent/guardian will need to develop an education plan with Admin.

b. FDLOS Staff

- Staff will participate in safety training for COVID19 in order to understand and implement routines/protocols.
- For the safety of our students, staff and community staff will adhere to the policies that are put in place by the FDL EOC. If policy is not followed staff is subject to disciplinary action.
- For the safety of our students, staff and community staff will adhere to the Fond du Lac Ojibwe School COVID-19 Preparedness Plan. If policy is not followed staff is subject to disciplinary action.
- Employee who choose to remove themselves from the school setting because they do not believe it is safe for them to work may take FMLA, leave, or no pay. See Covid-19 Leave Policy (Appendix A).
- If a staff member is diagnosed with COVID19, the staff member must quarantine themselves for 14 days. Depending on severity of symptoms the staff member may continue work from home in accordance with the Fond du lac Covid-19 Leave Policy.
- If needed, staff members may use a face shield and other protected equipment. Please visit with school nurse if you feel this is the case (e.g. staff with asthma, or staff that need to show the mouth to communicate).
- All staff must be prepared to shift to the Phase 1 or Phase 2 if the need arises.
- All staff will follow the most current Fond du Lac Leave Policies.
- Staff will follow the FDLOS Personnel Policy and FDL Employee Handbook.

Approved by the Fond du Lac Reservation Business Committee on July 22, 2020

Appendix A

Fond du Lac Bank COVID Leave Policy for Staff

Covid-19 Leave Policies

The Fond du Lac Band has implemented additional COVID-19 leave policies that promote employees staying at home when they are sick, when household members are sick, or when required by a health care provider to isolate or quarantine themselves or a member of their household.

Beginning on April 6, 2020, employees unable to work (including telework) due to a need for leave for the reasons described below are entitled to 80 hours (or a pro rata amount for part-time employees) of paid leave:

- The employee is subject to a federal, state, tribal, or local quarantine or isolation order related to COVID-19
- The employee has been advised by a health care provider to self-quarantine due to concerns related to COVID-19
- The employee is experiencing symptoms of COVID-19 and seeking a medical diagnosis
- The employee is caring for an individual who is subject to a local quarantine or isolation order related to COVID-19 or has been advised by a health care provider to self-quarantine due to concerns related to COVID-19
- The employee is caring for a son or daughter of such employee if the child's school or place of care is closed, or the child-care provider of such child(ren) is unavailable, due to COVID-19 precautions
- The employee is experiencing any other substantially similar condition consistent with federal COVID-19 guidelines

Employee Handbook Standard Leave Policies

Management, Inc. Employment Group employees receive paid time-off (PTO). PTO is paid time off for eligible full-time employees, which may be used to cover scheduled absences such as time off for vacationing or for personal reasons such as doctor appointments or to attend a funeral. PTO may also be used for unscheduled absences due to illness, providing such time is utilized within specified parameters and is approved by the department manager.

Employees in the Fond du Lac Reservation Business Committee Employment Group receive sick leave. The use of sick leave is subject to approval and may be used for absences resulting from an eligible employee's illness or injury, for medical, dental or personal counseling appointments, or to make arrangements for the care of the employee's immediate family. Employees are allowed to use their sick leave in order to attend to the illness of a minor child in the home. In the absence of any division/department policy stipulating notice requirements, employees must report to their immediate supervisor before the start of their shift if they cannot report to work.

Employees of the Fond du Lac Band who within the past seven years have worked for the Fond du Lac Band for twelve months and at least 1,250 hours during the previous 12 months are eligible for up to 12 weeks of paid or unpaid family medical leave under the Fond du Lac Family Medical Leave Policy, incorporated as Appendix 2 to the Employee Handbook. The purpose of the Family Medical Leave Policy is to protect the employee's job and benefits during a qualifying illness.

More information related to leave requests and scheduling, notice of absence, extended sick leave, etc. can be found in the FDL Employee Handbook.

COVID-19 Employee Exposure and Privacy Policy

The notification of COVID-19 exposure to employees will be completed through all confidential avenues afforded an employee as per the Fond du Lac Band of Lake Superior Chippewa Employment Handbook, amended by Resolution #1261/16 on August 3, 2016.

