**Agreement Between**

**Independent School District**

**196 Rosemount, Minnesota (ISD 196)**

**And**

**Dakota County United Educators**

**Local #2006, Education Minnesota AFT, NEA, AFL-CIO (DCUE)**

**Health, Safety and Facilities**

1. **Masks, face shields and other personal protective equipment (PPE)**
   1. The District shall require the use of facial coverings (“masks”) in accordance with guidance from the Minnesota Departments of Health and Education, and Executive Orders 20-81 and 20-82.
   2. Teachers will be provided with reusable mask(s) and a face shield for their use as described in District Regulation [708.7AR](https://www.district196.org/about/policies/700-business-operational-procedures/708/7087ar).
   3. ISD 196 will provide face coverings for individuals (including employees, students, and visitors to the building) who do not have one on a given day.
   4. Individuals who qualify for an exemption from the mask mandate may be required to wear a face shield depending upon their individual circumstances. Masks and face shields may not be required for children whose age or disability prevents them from removing or managing their own mask or face shield.
   5. Teachers, including licensed school nurses, performing or present during aerosol-generating procedures, including open-trach suctioning, trach cares and nebulizer treatments, shall be provided with N95 respirators. KN95 respirators or surgical masks will be available for staff when they are supporting individuals who are in the nurse’s office with symptoms consistent with COVID-19.
   6. Additionally, teachers working with students for whom social distancing is not always possible (e.g., in center-based classrooms, those required to assist students with personal hygiene tasks), who may therefore be in direct contact, or in close-proximity with students shall be provided with KN95 respirators.
   7. Personal protective equipment will be provided based on the [Guidance for Delivering Direct Student Support Services: Staff Protective Equipment (linked).](https://www.health.state.mn.us/diseases/coronavirus/schools/directsupport.pdf) (Appendix A)
   8. Prior to the beginning of the school year, ISD 196 shall provide training for all staff on the appropriate and safe way to use all ISD-196 provided PPE.
   9. Upon request ISD 196 will attempt to provide some teachers with personal microphones or other voice-amplifying devices to facilitate being heard while wearing masks and shields.
2. **Handwashing and sanitization**
   1. Students, employees, and visitors shall be required to wash their hands or use hand sanitizer upon entering ISD 196 buildings/facilities/worksites and every time a classroom is entered.
   2. ISD 196 shall comply with the following hand washing logistical requirements:
      1. Every room with a sink shall be stocked with soap, hand sanitizer, and paper towel dispensers or hand dryers. Paper towel dispensers will be both manual and automatic.
      2. Every classroom/teaching space shall be provided a hand sanitizing station when hand washing sink is not available.
      3. Non-classroom workspaces shall be provided with hand sanitizer.
      4. Each designated entrance and exit will have a hand sanitizer station available.
      5. All hand washing/hand sanitizing supplies noted above or otherwise provided shall be checked and restocked as needed by ISD 196.
3. **Daily cleaning and disinfecting**
   1. ISD 196 shall ensure that all classrooms, restrooms, communal areas, and workspaces are professionally cleaned and disinfected by trained custodial staff daily including but not limited to tables, desks, doorknobs, light switches, faucets, and other high touch fixtures, using the safest and most effective disinfectant available. The district shall source cleaning supplies based on guidelines from the Center for Disease Control.
   2. Cleaning supplies will be available for building employees and may be used as needed for cleaning during the day. Safety Data Sheets and training will be provided.
4. **Heating, ventilation, and air conditioning (HVAC) systems** 
   1. ISD 196 will use HEPA filters in nurses’ offices, rooms where aerosolizing procedures take place and small-group center based classrooms. Additional HEPA filter requests for all other spaces will be reviewed and considered by the safety committee.
   2. ISD 196 will  provide testing and balancing reports and preventative maintenance schedules of all HVAC systems upon request.
5. **Physical distancing requirements**
   1. **Classroom/ Workspace:** ISD 196 shall ensure minimum physical distancing of six (6) feet between student workspaces, between teacher and student workspaces, and between teacher workspaces. The Minnesota Safe Learning Plan, requires that when implementing Scenario 2, if distancing of at least 6 feet cannot be achieved in a space, the number of occupants in that space must be reduced. Transitional periods when physical distancing cannot be achieved will be minimized as much as possible.
   2. **General music, band and choir:**  Band and choir will follow the recommendations made by the committee established in August 2020 to determine appropriate delivery of instruction. Practices involving singing and instrument playing will look different than practices without singing and instrument playing.
   3. **Staff meetings:** ISD 196 shall not require in-person staff meetings or professional development if the District cannot ensure a minimum of 6 feet of physical distance between teachers, trainers/speakers, and other ISD 196 staff members for the duration of the meeting and when entering/leaving the meeting.
6. **Health screening protocols**
   1. ISD 196 shall ensure all students, teachers, other employees, and visitors are self-screening for symptoms daily prior to entering school buildings or busses. Persons entering buildings or buses will follow the MDH decision tree for entry guidelines.  See Operational Plan for Employees and Operational Plan for Families/Visitors.
   2. Staff and students with symptoms consistent with COVID-19 or who have had close contact with a person with COVID-19 should be sent home or sent to isolation rooms.
   3. Upon notification that a teacher, student, or other employee has been infected with COVID-19, the school nurse, with guidance from members of the Pandemic Planning Team, will initiate contact tracing in partnership with the Minnesota Department of Health. Persons determined to be close contacts with the infected individual shall be notified.
   4. Upon determination that a staff member is required to quarantine due to close contact with a person who has been infected with COVID-19, ISD 196 shall permit that person to work remotely to the extent possible until the end of a two-week quarantine period.
7. **Self-administration of COVID-19 testing**
   1. ISD 196 shall ensure that the COVID-19 testing protocols laid out by the state of Minnesota in the Safe Learning Plan are followed.
   2. Teachers shall not be required to administer COVID-19 tests to students or other staff.