

# Public Employer Communicable Disease Plan for Tully Central School District



Date of approved plan: March 22, 2021

This plan has been developed in accordance with NYS legislation S8617B/A10832.

## Promulgation

This plan has been developed in accordance with the amended New York State Labor Law section 27-c and New York State Education Law paragraphs K, L and M of subdivision 2 of section 2801-a (as amended by section 1 of part B of chapter 56 of the laws of 2016), as applicable.

This plan has been developed with the input of the Tully Teachers' Association, the Tully Administrators' Association, the Tully Clerical Staff, and the Teamsters Local Union 317, as required by the amended New York State Labor Law.

No content of this plan is intended to impede, infringe, diminish, or impair the rights of us or our valued employees under any law, rule, regulation, or collectively negotiated agreement, or the rights and benefits which accrue to employees through collective bargaining agreements, or otherwise diminish the integrity of the existing collective bargaining relationship.

This plan has been approved in accordance with requirements applicable to the agency, jurisdiction, authority, or district, as represented by the signature of the authorized individual below. As the authorized official of Tully Central School District, I hereby attest that this plan has been developed, approved, and placed in full effect in accordance with S8617B/A10832 which amends New York State Labor Law section 27-c and New York State Education Law paragraphs K, L and M of subdivision 2 of section 2801-a (as amended by section 1 of part B of chapter 56 of the laws of 2016), as applicable, to address public health emergency planning requirements.

Signed on this day: March 24, 2021

By: Robert J. Hughes      Signature: *Robert J. Hughes*

Title: Superintendent of Schools

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# Purpose, Scope, Situation Overview, and Assumptions

## Purpose

This plan has been developed in accordance with the amended New York State Labor Law section 27-c and New York State Education Law paragraphs K, L and M of subdivision 2 of section 2801-a (as amended by section 1 of part B of chapter 56 of the laws of 2016), as applicable. These laws were amended by the passing of legislation S8617B/A10832 signed by the Governor of New York State on September 7, 2020, requires public employers to adopt a plan for operations in the event of a declared public health emergency involving a communicable disease. The plan includes the identification of essential positions, facilitation of remote work for non-essential positions, provision of personal protective equipment, and protocols for supporting contact tracing.

## Scope

This plan was developed exclusively for and is applicable to Tully CSD. This plan is pertinent to a declared public health emergency in the State of New York which may impact our operations; and it is in the interest of the safety of our employees and contractors, and the continuity of our operations that we have promulgated this plan.

## Situation Overview

On March 11, 2020 the World Health Organization declared a pandemic for the novel coronavirus which causes the COVID-19 severe acute respiratory syndrome. This plan has been developed in accordance with amended laws to support continued resilience for a continuation of the spread of this disease or for other infectious diseases which may emerge and cause a declaration of a public health emergency.

The health and safety of our employees and contractors is crucial to maintaining our mission essential operations. We encourage all employees and contractors to use [CDC Guidance for Keeping Workplaces, Schools, Homes and Commercial Establishments Safe](#). The fundamentals of reducing the spread of infection include:

- Using hand sanitizer and washing hands with soap and water frequently, including:
  - After using the restroom
  - After returning from a public outing
  - After touching/disposing of garbage
  - After using public computers, touching public tables, and countertops, etc.
- Practice social distancing when possible
- If you are feeling ill or have a fever, notify your supervisor immediately and go home
- If you start to experience coughing or sneezing, step away from people and food, cough or sneeze into the crook of your arm or a tissue, the latter of which should be disposed of immediately
- Clean and disinfect workstations at the beginning, middle, and end of each shift
- Other guidance which may be published by the CDC, the State Department of Health, or County health officials.

## Planning Assumptions

This plan was developed based on information, best practices, and guidance available as of the date of publication. The plan was developed to largely reflect the circumstances of the current Coronavirus pandemic but may also be applicable to other infectious disease outbreaks.

The following assumptions have been made in the development of this plan:

- The health and safety of our employees and contractors, and their families, is of utmost importance.
- The circumstances of a public health emergency may directly impact our own operations.
- Impacts of a public health emergency will take time for us to respond to, with appropriate safety measures put into place and adjustments made to operations to maximize safety.
- The public and our constituency expects us to maintain a level of mission essential operations.
- Resource support from other jurisdictions may be limited based upon the level of impact the public health emergency has upon them.
- Supply chains, particularly those for personal protective equipment (PPE) and cleaning supplies, may be heavily impacted, resulting in considerable delays in procurement.
- The operations of other entities, including the private sector (vendors, contractors, etc.), non-profit organizations, and other governmental agencies and services may also be impacted due to the public health emergency, causing delays or other disruptions in their services.
- Emergency measures and operational changes may need to be adjusted based upon the specific circumstances and impacts of the public health emergency, as well as guidance and direction from public health officials and the governor.
- Per S8617B/A10832, 'essential employee' is defined as a public employee or contractor that is required to be physically present at a work site to perform their job.
- Per S8617B/A10832, 'non-essential employee' is defined as a public employee or contractor that is not required to be physically present at a work site to perform their job.

## **Concept of Operations**

The Superintendent of Schools of Tully CSD, their designee, or their successor holds the authority to execute and direct the implementation of this plan. Implementation, monitoring of operations, and adjustments to plan implementation may be supported by additional personnel, at the discretion of the Superintendent.

Upon the determination of implementing this plan, all employees and contractors of Tully CSD shall be notified by emails and texts, with details provided as possible and necessary, with additional information and updates provided on a regular basis. All collective bargaining units, members of the community and members of the Board of Education will be notified of pertinent operational changes by way of public meeting and posting on the school district website. Other interested parties, such as vendors, will be notified by phone and/or email as necessary. The Superintendent of Schools will maintain communications with the public and constituents as needed throughout the implementation of this plan.

The Superintendent of Schools of Tully CSD, their designee, or their successor will maintain awareness of information, direction, and guidance from public health officials and the Governor's office, directing the implementation of changes as necessary.

Upon resolution of the public health emergency, the Superintendent of Schools of Tully CSD, their designee, or their successor will direct the resumption of normal operations or operations with modifications as necessary.

## **Mission Essential Functions**

When confronting events that disrupt normal operations, Tully CSD is committed to ensuring that essential functions will be continued even under the most challenging circumstances.

Essential functions are those functions that enable an organization to:

1. Maintain the safety of employees, contractors, and our constituency
2. Provide vital services
3. Provide services required by law
4. Sustain quality operations
5. Uphold the core values of Tully CSD

Tully CSD has identified as critical only those priority functions that are required or are necessary to provide vital services. During activation of this plan, all other activities may be suspended to enable the organization to concentrate on providing the critical functions and building the internal capabilities necessary to increase and eventually restore operations. Appropriate communications with employees, contractors, our constituents, and other stakeholders will be an ongoing priority.

Essential functions are prioritized according to:

- The time criticality of each essential function
- Interdependency of a one function to others
- The recovery sequence of essential functions and their vital processes

The mission essential functions for Tully CSD have been identified as:

- Information Technology: Providing all hardware and software for the District. Maintaining the District's computer network and communication systems.
- Instructional Program: Providing educational opportunities for all Tully CSD students, consistent with State and Federal Laws and/or Regulations.
- Food Service: Providing meals for students consistent with State and Federal Laws and/or Regulations.
- Transportation: Providing delivery of meals and instructional materials consistent with State and Federal Laws and/or Regulations.
- Maintenance & Custodial: Properly maintain the buildings and grounds consistent with State and Federal Laws and/or Regulations.
- Administration & Clerical Operations: Coordination and support for Information Technology, Instruction, Food Service, Transportation, and Maintenance & Custodial Operations, consistent with State and Federal Laws and/or Regulations.

### **Essential Positions**

Each essential function identified above requires certain positions on-site to effectively operate. The table below identifies the positions or titles that are essential to be staffed on-site for the continued operation of each essential function. Note that while some functions and associated personnel may be essential, some of these can be conducted remotely and do not need to be identified in this section. The expectation is that those employees who are not on-site will be working remotely, if the work responsibilities associated with that employee's position are able to be met, either practically or legally, while working remotely.

- One of the following: the Superintendent of Schools, or the School Business Administrator. This position is necessary to ensure proper administrative oversight of districtwide administrative functions.
- One of the following: the Junior/Senior High School Principal, or the Junior/Senior High School Assistant Principal. This position is necessary to ensure proper administrative oversight of Junior/Senior High School functions.

- One of the following: the Elementary School Principal, or the Director of Student Support Services. This position is necessary to ensure proper administrative oversight of Elementary School functions.
- One of the following: the Secretary to the Superintendent, or the Senior Account Clerk, or the Account Clerk, or the Payroll Coordinator. This position is necessary to provide on-site clerical support for districtwide administrative functions.
- One (1) Clerical Staff Member at the Elementary School. This position is necessary to provide on-site clerical support for Elementary School administrative/instructional functions.
- One (1) Clerical Staff Member at the Junior/Senior High School. This position is necessary to provide on-site clerical support for Junior/Senior High School administrative/instructional functions.
- The Technology Coordinator. This position is necessary to ensure the continuing operations of our technology infrastructure.
- The LAN Tech. This position is necessary to ensure the continuing operations of our technology infrastructure.
- The Assistant Director of Facilities II. This positional is necessary to ensure that our physical plant is properly maintained and remains operational.
- The Building Maintenance Mechanic. This positional is necessary to ensure that our physical plant is properly maintained and remains operational.
- The Groundskeeper. This positional is necessary to ensure that our physical plant is properly maintained and remains operational.
- The Junior/Senior High School Head Custodian. This positional is necessary to ensure that our physical plant is properly maintained and remains operational.
- The Elementary School Head Custodian. This positional is necessary to ensure that our physical plant is properly maintained and remains operational.
- One Elementary School Custodian. This positional is necessary to ensure that our physical plant is properly maintained and remains operational.
- One Junior/Senior High School Custodian. This positional is necessary to ensure that our physical plant is properly maintained and remains operational.
- The Bus Dispatcher. This position is necessary, only if there is a need to provide logistical support for the distribution of instructional materials and meals.
- The Head Mechanic. This position is necessary to ensure that our fleet of buses remains operational.
- Four (4) Contract Bus Drivers. These positions are necessary only if there is a need to distribute instructional materials and meals.
- Four (4) Bus Aides. These positions are necessary only if there is a need to distribute instructional materials and meals.
- The Cook. This position is necessary only if there is a need to prepare meals for students.
- Four (4) Food Service Helpers. These positions are necessary only if there is a need to prepare meals for students.

## **Reducing Risk through Remote Work and Staggered Shifts**

Through assigning certain staff to work remotely and by staggering work shifts, we can decrease crowding and density at work sites and on public transportation.

## **Remote Work Protocols**

Non-essential employees and contractors able to accomplish their functions remotely will be enabled to do so at the greatest extent possible. Working remotely requires:

1. Identification of staff who will work remotely.
2. Approval and assignment of remote work.
3. Equipping staff for remote work, which may include:
  - a. Internet capable laptop.
  - b. Necessary peripherals.
  - c. Access to VPN and/or secure network drives.
  - d. Access to software and databases necessary to perform their duties.
  - e. A solution for telephone communications
    - i. Note that phone lines may need to be forwarded to off-site staff.

## **District Plan**

- During normal work days, Non-Essential employees shall either work from home, or shall be placed in on-call status, or furloughed, or laid-off.
- During normal work days, Non-Essential employees who have not been furloughed or laid-off shall complete a Daily Work Log detailing an appropriate number of hours of work, or indicating on-call status from 7:30am-3:00pm.
- During normal work days, in lieu of completing a Daily Work Log, Non-Essential employees who have not been furloughed or laid-off may use available leave time (i.e.: personal/family illness days, personal days, etc.), provided they properly notify the appropriate supervisor.
- While in on-call status, Non-Essential employees shall be available to work. On those occasions when they are called on to work, their status will change from Non-Essential to Essential, and they will be expected to report to the school campus in a reasonable amount of time.
- Non-Essential on-call employees who are called on to work, shall be called on to perform duties associated with their job titles.
- Daily Work Logs must be turned in by the end of the day Monday for the previous week.

## **Staggered Shifts**

Implementing staggered shifts may be possible for personnel performing duties which are necessary to be performed on-site but perhaps less sensitive to being accomplished only within core business hours. As possible, management will identify opportunities for staff to work outside core business hours as a strategy of limiting exposure. Regardless of changes in start and end times of shifts, Tully CSD will ensure that employees are provided with their typical or contracted minimum work hours per week. Staggering shifts requires:

1. Identification of positions for which work hours will be staggered
2. Approval and assignment of changed work hours

Positions for which work hours will be staggered:

- Essential employees shall report to work as scheduled by their supervisor.

- Essential employees may work from home, if practical, with permission from their supervisor.
- Essential employees may use available leave time (i.e.: personal/family illness days, personal days, etc.), provided they properly notify the appropriate supervisor.

## Personal Protective Equipment

The use of personal protective equipment (PPE) to reduce the spread of infectious disease is important to supporting the health and safety of our employees and contractors. PPE which may be needed can include:

- Masks
- Face shields
- Gloves
- Disposable gowns and aprons

Note that while cleaning supplies are not PPE, there is a related need for cleaning supplies used to sanitize surfaces, as well as hand soap and hand sanitizer. The Coronavirus pandemic demonstrated that supply chains were not able to keep up with increased demand for these products early in the pandemic. As such, we are including these supplies in this section as they are pertinent to protecting the health and safety of our employees and contractors.

Protocols for providing PPE include the following:

1. Identification of need for PPE based upon job duties and work location.
2. Procurement of PPE:
  - a. As specified in the amended law, public employers must be able to provide at least two pieces of each required type of PPE to each essential employee and contractor during any given work shift for at least six months. (or will be supplied periodically through their supervisor).
  - b. Public employers must be able to mitigate supply chain disruptions to meet this requirement.
3. Storage of, access to, and monitoring of PPE stock:
  - a. PPE must be stored in a manner which will prevent degradation.
  - b. Employees and contractors must have immediate access to PPE in the event of an emergency.
  - c. The supply of PPE must be monitored to ensure integrity and to track usage rates.

### **PPE Procurement, Storage and Distribution Process:**

Various groups within the District were surveyed (Administration, Nurses, Teaching Staff, Special Ed, Custodial/Maintenance, and Transportation) to determine PPE needs. Based on the survey a 12 weeks supply of PPE (Masks, Face Shields, Gloves, Disposable gowns, Cleaning Supplies used to sanitize surfaces as well as soaps and hand sanitizer) was ordered directly with vendors as well as through OCM BOCES regional purchasing process. PPE Vendors/Suppliers contract information is maintained by the District Business Office. Emergency procurement of PPE will be handled by the District Business Office and Tully CSD. The 12 week supply of PPE that has been received in the Elementary School will be monitored, maintained and issued, upon request, by the Nurse and will be stored/secured within the Nurse's Office. The 12 week supply of PPE that has been received in the Junior Senior High School will be monitored, maintained and issued, upon request, by the Custodial Supervisor and Nurse. The PPE will be stored/secured within the Custodial Office and various secured storage rooms.

# Staff Exposures, Cleaning, and Disinfection

## Staff Exposures

Staff exposures are organized under several categories based upon the type of exposure and presence of symptoms. Following CDC guidelines, we have established the following protocols:

- A. If employees or contractors are exposed to a known case of communicable disease that is the subject of the public health emergency (defined as a 'close contact' with someone who is confirmed infected, which is a prolonged presence within six feet with that person):
  1. Potentially exposed employees or contractors who do not have symptoms should remain at home or in a comparable setting and practice social distancing for the lesser of 14 days or other current CDC/public health guidance for the communicable disease in question.
    - a. As possible, these employees will be permitted to work remotely during this period of time if they are not ill.
    - b. Superintendent of Schools of Tully CSD, their designee, or their successor is responsible for decision-making in these circumstances and is responsible for ensuring these protocols are followed
    - c. See the section titled Documentation of Work Hours and Locations for additional information on contact tracing
  2. CDC guidelines for COVID-19 provide that critical essential employees may be permitted to continue work following potential exposure, provided they remain symptom-free and additional precautions are taken to protect them, other employees and contractors, and our constituency/public.
    - a. Additional precautions will include the requirement of the subject employee or contractor, as well as others working in their proximity, to wear appropriate PPE at all times to limit the potential of transmission.
    - b. In-person interactions with the subject employee or contractor will be limited as much as possible.
    - c. Work areas in which the subject employee or contractor are present will be disinfected according to current CDC/public health protocol at least every hour, as practical. See the section on Cleaning and Disinfection for additional information on that subject.
    - d. If at any time they exhibit symptoms, refer to item B below.
    - e. Superintendent of Schools of Tully CSD, their designee, or their successor is responsible for decision-making in these circumstances and who is responsible for ensuring these protocols are followed.

Item 2 above may not apply if the public employer is not considered critical infrastructure. Additional information can be found here.

- B. If an employee or contractor exhibits symptoms of the communicable disease that is the subject of the public health emergency:
  1. Employees and contractors who exhibit symptoms in the workplace should be immediately separated from other employees, customers, and visitors. They should immediately be sent home with a recommendation to contact their physician.
  2. Employees and contractors who exhibit symptoms outside of work should notify their supervisor and stay home, with a recommendation to contact their physician.
  3. Employees should not return to work until they have met the criteria to discontinue home isolation per CDC/public health guidance and have consulted with a healthcare provider.

4. Tully CSD will not require sick employees to provide a negative test result for the disease in question or healthcare provider's note to validate their illness, qualify for sick leave, or return to work; unless there is a recommendation from the CDC/public health officials to do so.
  5. CDC criteria for COVID-19 provides that persons exhibiting symptoms may return to work if at least 24 hours have passed since the last instance of fever without the use of fever-reducing medications. If the disease in question is other than COVID-19, CDC and other public guidance shall be referenced.
  6. Superintendent of Schools of Tully CSD, their designee, or their successor, is responsible for decision-making in these circumstances and who is responsible for ensuring these protocols are followed.
- C. If an employee or contractor has tested positive for the communicable disease that is the subject of the public health emergency:
1. Apply the steps identified in item B, above, as applicable.
  2. Areas occupied for prolonged periods of time by the subject employee or contractor will be closed off.
    - a. CDC guidance for COVID-19 indicates that a period of 24 hours is ideally given before cleaning, disinfecting, and reoccupation of those spaces will take place. If this time period is not possible, a period of as long as possible will be given. CDC/public health guidance for the disease in question will be followed.
    - b. Any common areas entered, surfaces touched, or equipment used shall be cleaned and disinfected immediately.
    - c. See the section on Cleaning and Disinfection for additional information on that subject.
  3. Identification of potential employee and contractor exposures will be conducted
    - a. If an employee or contractor is confirmed to have the disease in question, School District Administrators shall inform all contacts of their possible exposure. Confidentiality shall be maintained as required by the Americans with Disabilities Act (ADA).
    - b. Apply the steps identified in item A, above, as applicable, for all potentially exposed personnel.
  4. School District Administrators are responsible for decision-maker in these circumstances and who is responsible for ensuring these protocols are followed

We recognize there may be nuances or complexities associated with potential exposures, close contacts, symptomatic persons, and those testing positive. We will follow CDC/public health recommendations and requirements and coordinate with our local public health office for additional guidance and support as needed.

### **Cleaning and Disinfecting**

CDC/public health guidelines will be followed for cleaning and disinfection of surfaces/areas. Present guidance for routine cleaning during a public health emergency includes:

1. As possible, employees and contractors will clean their own workspaces in the beginning, middle, and end of their shifts, at a minimum.
  - a. High traffic/high touch areas and areas which are accessible to the public/constituents will be disinfected at least hourly.

- b. The School Business Administrator is responsible for decision-making in these circumstances and is responsible for ensuring these protocols are followed.
2. Staff tasked with cleaning and disinfecting areas will be issued and required to wear PPE appropriate to the task.
3. Soiled surfaces will be cleaned with soap and water before being disinfected.
4. Surfaces will be disinfected with products that meet EPA criteria for use against the virus in question and which are appropriate for that surface.
5. Staff will follow instructions of cleaning products to ensure safe and effective use of the products.

## **Employee Leave**

Tully CSD will provide employee leave to receive testing, treatment, isolation, or quarantine as required under applicable and as required under applicable collective bargaining agreements.

## **Documentation of Work Hours and Locations**

In a public health emergency, it may be necessary to document work hours and locations of each employee and contractor to support contact tracing efforts. Identification of locations shall include on-site work, off-site visits.

This information may be used by Tully CSD to support contact tracing within the organization and may be shared with local public health officials.

- During normal work days, Non-Essential employees shall complete a Daily Work Log detailing an appropriate number of hours of work, or indicating on-call status from 7:30am-3:00pm.
- During normal work days, in lieu of completing a Daily Work Log, Non-Essential employees may use available leave time (i.e.: personal/family illness days, personal days, etc.), provided.
- Non-Essential on-call employees who are called on to work, shall be called on to perform duties associated with their job titles.
- Daily Work Logs must be turned in by the end of the day Monday for the previous week.

## **Housing for Essential Employees**

There are circumstances within a public health emergency when it may be prudent to have essential employees lodged in such a manner which will help prevent the spread of the subject communicable disease to protect these employees from potential exposures, thus helping to ensure their health and safety and the continuity of Tully CSD essential operations.

If such a need arises, hotel rooms are expected to be the most viable option. If hotel rooms are for some reason deemed not practical or ideal, or if there are no hotel rooms available, Tully CSD will coordinate with the Onondaga County Emergency Management Office to help identify and arrange for these housing needs. Superintendent of Schools of Tully CSD, their designee, or their successor will coordinate this.