



SCCPSS: Operation Under Pandemic

SY 2020-2021 SCHOOL
REOPENING
PLAN/CONSIDERATIONS

HUMAN RESOURCES

HUMAN RESOURCES DIVISION

Staff/Student First Approach:

PRIORITY: Vulnerable Populations / Work Accommodations

CONSIDER: Remote work and instruction

CRITICAL SUCCESS FACTOR: Student/Staff Well Being (Some students and staff may have experienced trauma over the previous six months.)

Other Key Factors:

Strict enforcement of wearing PPE and following CDC guidelines

Set clear expectations of what Distance Learning means

Expanded EAP (Virtual and Hotline options)

CARES Act ends December 31, 2020

- Anticipate usage to increase to more than 400 staff
- Estimate: At least 1/3 of our 5,600 staff have children K-12

Conditions of Employment:

- Wearing PPE
- Internet access for most school staff and central support

Anticipate hiring 300 new teachers by July 2020 (down from 425 in 2019)

Virtual SOFIE (System Orientation for Incoming Educators) - SCCPSS

Consider alternative workspace/ locations/ flexible work hours

40 Handheld Forehead/Wrist thermometers are currently in district

Purchase 400 Handheld Forehead/Wrist thermometers

Purchase 200 Kiosks – Temperature Monitoring/employee clock-in