

FCSD Continuation of Operations Plan

~Amendment to the District Safety Plan~

February 2021

Background

In response to the COVID-19 pandemic, Governor Cuomo signed into law Chapter 168 of the Laws of 2020 that requires public employers, including public school districts, to adopt a continuation of operations plan in the event that the governor declares a public health emergency involving communicable disease. The legislation amends subdivision 2 of section 2801-a of New York Education Law to require that District Safety Plans include protocols for responding to a declared public health emergency involving a communicable disease that are "substantially consistent" with the provisions of section 27-c of the Labor Law.

Note: The Governor's Approval Memo indicates there will be a technical chapter amendment to this bill, which will push out the due date the plans are due to April 1, 2021. There may be additional changes added to the language at that time.

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 and l 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 Falconer Central School District Central Office Administrators, Principals Association, Teachers' Association, and School Related Personnel labor units, 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.

Attestation

As the authorized official of the Falconer 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 and l 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:

Date: 3/18/2021

By: Stephen M. Penhollow
Superintendent of Schools

Signature: 

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Definitions

Communicable disease: shall mean an illness caused by an infectious agent or its toxins that occurs through the direct or indirect transmission of the infectious agent or its products from an infected individual or via an animal, vector or the inanimate environment to a susceptible animal or human host.

Contractor: shall mean an individual performing services as party to a contract awarded by the state of New York or any other public employer defined in paragraph b of this subdivision. "

Essential employee: shall refer to a designation made that a public employee or contractor is required to be physically present at a work site to perform his or her job.

Non-essential employee: shall refer to a designation made that a public employee or contractor is not required to be physically present at a work site to perform his or her job.

Personal protective equipment (PPE): shall mean all equipment worn to minimize exposure to hazards, including gloves, masks, face shields, foot and eye protection, protective hearing devices, respirators, hard hats, and disposable gowns and aprons.

Public employer or employer: shall mean the state of New York, a county, city, town, village or any other political subdivision or civil division of the state, a public authority, commission or public benefit corporation, or any other public corporation, agency, instrumentality or unit of government which exercises governmental power under the laws of this state, provided, however, that this subdivision shall not include any employer as defined in section twenty-eight hundred one-a of the education law.

Retaliatory action: shall mean the discharge, suspension, demotion, penalization, or discrimination against any employee, or other adverse employment action taken against an employee in the terms and conditions of employment.

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 and l 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 the Falconer Central School District. 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 follow the [CDC Guidance for Workplace Safety](#).

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 the Falconer Central School District, 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 of Schools.

Upon the determination of implementing this plan, all employees and contractors of Falconer Central School District shall be notified by email, with details provided as possible and necessary, with additional information and updates provided on a regular basis. Employees, parents, and Board members will be notified of pertinent operational changes by way of email notification. Other interested parties, such as vendors, will be notified by phone and/or email as necessary. The District will maintain communications with the public and constituents as needed throughout the implementation of this plan.

The Superintendent of Schools, 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, 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, the Falconer Central School District 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 the Falconer Central School District.

The Falconer Central School District 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.

Priority 1 identifies the most essential of functions, with priority 4 identifying functions that are essential, but least among them.

Essential Functions

The Falconer Central School District has determined the following functions are deemed essential to the fulfillment of our mission.

Role	Detail and Rationale
District Administration & Clerical Support	Required to ensure the fulfillment of our educational mission and continuity of the response efforts in the event of a public health emergency.
Building Administration & Clerical Support	Required to ensure the fulfillment of our educational mission and continuity of the response efforts in the event of a public health emergency.
Buildings & Grounds	If schools are directed to provide meals to students and families as outlined above, custodians and laborers will be essential in maintaining the safety of our schools and workplace. Snow removal, daily sanitation and cleaning, etc. will be necessary if personnel are working within our schools for meal or instructional resource distribution.
Business Office	Essential functions are, at minimum, payroll and accounts payable. Dependent on the public health emergency, purchasing (of supplies and equipment) and accounts payable may serve essential functions.
Food service	If schools are directed to provide meals to students and families that are eligible to receive free and/or reduced priced meals, personnel will be essential for this purpose.
Health services	May be essential in contact tracing, testing, reporting requirements and monitoring health of individuals on campus.
Information Technology	Provides all hardware and software for the school system. Maintains critical communication tools including the network, email and phone system. While IT is an essential function of the organization, these positions can mainly work from a remote location and may be required to occasionally be onsite for equipment maintenance, repair and/or to exchange an inoperable device for a student, teacher or staff member.
Instruction & Student	As an educational organization, our primary mission is the

Support Services	education of our students. Equally important is supporting the special education and mental health needs of our students. While it is important to articulate that mission, with the evolution of our technological resources many of these functions can shift to a staggered schedule or fully remote program where teleconferencing, distance learning and other tools are utilized to fulfill our primary mission.
Personnel	Ensuring compliance with regulation, policy, and legal requirements to ensure safety and continuation of the workforce needed to operate the District.
Safety & Security	Ensuring the safety and security of the campuses.
Transportation	If schools are directed to provide meals to students and families as outlined above, or if schools are directed to provide a continuity of instruction, transportation personnel will be essential for the distribution of meals and/or instructional resources, such as technological devices.

Essential Positions

The Falconer Central School District has determined the following positions are deemed essential due to the nature of the duties, the equipment needed to perform their duties, and/or the highly confidential nature of their duties that cannot be performed off-site, which are critical to the fulfillment of our mission. Note: 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.

Role	Title(s)	Detail and Rationale
Food service	<ul style="list-style-type: none"> ● Food Service Manager ● Food service employees ● Limited number of teacher aides for food service support 	<p>Food service manager is responsible for accepting food deliveries and overseeing inventory.</p> <p>Food service employees and teacher aides are needed for meal preparation and distribution.</p>
Transportation	<ul style="list-style-type: none"> ● Transportation Supervisor ● Bus drivers ● Bus aides ● Mechanics 	<p>Transportation supervisor is responsible for overseeing drivers, maintain communications with drivers, supporting the safety of drivers, the safety of our bus fleet, and onsite operations of the transportation department.</p>

		<p>Bus drivers and bus aides are critical in meal and instructional resource delivery.</p> <p>Mechanics are critical to the maintenance of our bus fleet.</p>
Buildings & Grounds	<ul style="list-style-type: none"> ● Director of Facilities ● Custodians ● Cleaners ● Laborers 	<p>The Director of Facilities prioritizes the duties of the department and oversees all staff.</p> <p>Custodian and cleaners are critical to the safety (sanitation, cleaning and disinfecting) of schools fulfilling the essential functions.</p> <p>Laborers are critical to the maintenance of the facilities.</p>
Business Office	<ul style="list-style-type: none"> ● Business Official ● Payroll ● Accounts Payable ● Accounts Receivable 	<p>While payroll and other business office functions are essential to the organization, these positions can occasionally work from a remote location. There are times, due to the highly confidential nature of their work or the fiscal controls and procedural nature of a duty necessitates on-site work. During such occasions, staggered schedules will be considered to reduce density of people in the workplace.</p>

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. Administrators and supervisors will develop alternate/temporary schedules during a communicable disease public health emergency reflective of the priority to reduce density in the workplace, while maintaining the function and mission of the organization.

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

Administrators and supervisors will analyze his/her department to identify staff who will work remotely and the equipment needed to successfully and efficiently work off-site.

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, administrators and supervisors 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, the Falconer Central School District will ensure that employees are provided with their typical or contracted minimum work hours per week in accordance with collective bargaining agreements and/or laws and regulations.

Staggering shifts requires:

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

Administrators and supervisors of each department will alter schedules and/or create temporary schedules to provide for a reduction in workforce onsite as practicable and with consideration of chain of command and supervision of employees, building access and utilities (i.e. temperature control outside of normal business hours).

Personal Protective Equipment (PPE)

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.

The District will maintain an inventory of PPE as advised by the CDC. During the Coronavirus pandemic, the expectation was to have an inventory of six months worth of PPE. Additionally, we will utilize trusted vendors (i.e. those recommended by Chautauqua County Department of Health) to ensure our ability to replenish PPE as needed.

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;
 - 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.

The Director of Facilities will work with administrators and supervisors to determine the inventory needed to support the organization based on the number of employees, and with consideration of those working on-site versus those working off-site.

Cleaning & Disinfection

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. identify who, by position/title, is responsible for cleaning common areas, and the frequency of such
- 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.

The Falconer Central School District outlined the following protocols for during the summer of 2020 in our Reopening Plan to safely reopen schools during the COVID-19 pandemic. These guidelines will be considered and implemented, as appropriate, during communicable disease public health emergencies.

Cleaning/Disinfecting Procedures (as outlined in the Falconer Central School District Reopening Plan, August 2020)

The following guidelines were established during the COVID-19 pandemic in 2020, and may serve as a framework for safe operations during a public health emergency involving a communicable disease. It is the expectation of the Falconer Central School District that disinfecting should never be done by children (i.e. wipes, spray bottles for desks). Additionally, cleaning and disinfecting will be manually tracked and recorded through daily cleaning logs, outlining pre-arrival cleaning, cleaning done during the school day, and procedures for cleaning after the school day.

- Pre-Arrival/Arrival of Students
 - Clean and disinfect areas used by groups before the start of the school day
- During the School Day
 - Clean and disinfect high touch areas such as door handles, stair railings, elevator buttons, etc. after arrival and mid-day. All staff will support cleaning efforts, including classroom teachers and teacher aides to the extent practicable.
 - Bathrooms will be cleaned and disinfected frequently during the school day
- Lunches
 - Cafeterias - If the cafeteria is used for lunch periods
 - Tables will be wiped down and disinfected by cafeteria monitors after each lunch period
 - Garbage will be emptied after each lunch period
 - Classrooms - if eating in classrooms, cleaning to protect students with life threatening food allergies
 - During the school day, shared spaces will be cleaned between usage (i.e. desks)

- Teachers will tie up garbage bags and leave them in the hall after lunch where custodial staff can then pick them up.
- After the School Day
 - Daily procedures for cleaning and disinfecting will be completed in all student and staff areas to prepare for the next day
 - Routine cleaning includes:
 - Clean all high touch items such as light switches, door knobs, handrails, desk tops, counters, handles, faucets, etc.
 - Dust mop and/or wet mop floors
 - Empty trash receptacles and replace liners
 - Clean restrooms
 - Dust
 - Vacuum carpeted areas
 - Disinfecting will occur after routine cleaning is completed
 - Spray disinfecting should not be done when the space is occupied by children. If there are adults in the room, they should be advised that disinfecting is about to occur and given the opportunity to leave.
- Playgrounds and Outdoor Areas
 - Hand sanitizing station(s) will be at playground entrance areas. Students will sanitize hands before/after use. Similarly, when accessing other outdoor learning spaces, hand sanitizing stations will be available outdoors or as students exit the building.
 - Maintain per CDC guidelines for outdoor areas: *Outdoor areas generally require normal routine cleaning and do not require disinfection. Spraying disinfectant on sidewalks and in parks is not an efficient use of disinfectant supplies and has not been proven to reduce the risk of COVID-19 to the public. You should maintain existing cleaning and hygiene practices for outdoor areas. The targeted use of disinfectants can be done effectively, efficiently and safely on outdoor hard surfaces and objects frequently touched by multiple people.*

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:

1. 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):

- a. 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 duration advised by current CDC/public health guidance for the communicable disease in question.
 - b. As possible, these employees will be permitted to work remotely during this period of time if they are not ill.
 - c. The Superintendent, Directors, Principals, Head Nurse, in conjunction with the School Physician, is responsible for ensuring these protocols are followed.
 - d. See the section titled Documentation of Work Hours and Locations for additional information on contact tracing.
2. If an employee or contractor exhibits symptoms of the communicable disease that is the subject of the public health emergency:
- a. 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.
 - b. Employees and contractors who exhibit symptoms outside of work should notify their supervisor and stay home, with a recommendation to contact their physician.
 - c. 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.
 - d. Falconer Central School District 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.
 - e. 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.
 - f. The Superintendent, Directors, Principals, Head Nurse, in conjunction with the School Physician, is responsible for ensuring these protocols are followed.
3. If an employee or contractor has tested positive for the communicable disease that is the subject of the public health emergency:
- a. Apply the steps identified in number 2, above, as applicable.
 - b. Areas occupied for prolonged periods of time by the subject employee or contractor will be closed off.
 - i. 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.
- ii. Any common areas entered, surfaces touched, or equipment used shall be cleaned and disinfected immediately.
 - iii. See the section on Cleaning and Disinfection for additional information on that subject.
- c. Identification of potential employee and contractor exposures will be conducted:
- i. If an employee or contractor is confirmed to have the disease in question, appropriate position or title or their designee should inform all contacts of their possible exposure. Confidentiality shall be maintained as required by the Americans with Disabilities Act (ADA).
 - ii. Apply the steps identified above, as applicable, for all potentially exposed personnel.
 - iii. The Superintendent, Directors, Principals, Head Nurse, in conjunction with the School Physician, 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.

Employee and Contractor Leave

Note: In the 2020 COVID-19 pandemic, additional federal and state benefits were made available to employees to deter ill individuals from reporting to work, to provide benefits to individuals deemed close contacts and/or under Department of Health mandated quarantines. The *Families First Coronavirus Response Act of 2020*, for example, extended specific paid sick leave to employees. The Falconer Central School District will comply with any and all current leave requirements and benefits for our employees and contractors in accordance with state and federal law.

Additional provisions may be enacted based upon need and the guidance and requirements in place by federal and state employment laws, FMLA, executive orders, and other potential sources.

Contractors, either independent or affiliated with a contracted firm, are not classified as employees of the Falconer Central School District, and as such are not provided with paid leave time by name of public employer, unless required by law.

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 the Falconer Central School District to support contact tracing within the organization and may be shared with local public health officials.

Examples of methods of tracking attendance, work hours and locations include:

- Attendance records and timesheets
- Access control records
- Teacher/aide/student daily schedules.

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 the Falconer Central School District's 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, the Falconer Central School District will coordinate with the Chautauqua County emergency management office to help identify and arrange for these housing needs. The Operations Liaison, as outlined in our Incident Command Structure for emergency response, will be responsible for this function.