School Building Reopening and Educator Rights

I have one of the following concerns about conditions in my classroom or school building:

• Lack of social distancing or impossible to social distance at planned capacity
• Lack of masks provided to staff and students or district refusal to mandate mask wearing
• Inadequate or non-existent hygiene procedures
• Inadequate or non-existent screening procedure
• Inadequate or non-existent cleaning supplies
• Other deficiencies in building reopening and safety procedures

I have one of the following concerns about conditions in my classroom or school building:

• I don’t have childcare because my child’s daycare or school is completely or partially closed due to COVID-19. See FFCRA
• Local negotiations may address paid leave or remote work arrangements for employees in these categories.

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See CDC Readiness and Planning Tool to Prevent the Spread of COVID-19 in K-12 Schools regarding what is required and what is recommended on each of these topics, which differs depending on whether the building is in an in-person, hybrid, or distance learning model.

I don’t have childcare because my child’s daycare or school is completely or partially closed due to COVID-19. See FFCRA.

While there is no clear legal right to work from home in these cases, you would be entitled to use paid sick leave and/or FMLA to care for an immediate family member who is sick with COVID-19 or has been advised to quarantine.

Expanded unemployment benefits pursuant to the CARES Act. Seek counsel from your local union before resigning your employment.

My district or building is not following CDC requirements or recommendations.

Document and attempt to discuss concern with building administrator or COVID coordinator, seek clarity on what the building or district policy is, copy local president.

If no change, request support from your local union. Possible options:

• Organizing by the local to address concern, including engaging school board and/or parents
• Reporting violations of safety requirements to your local union
• Demanding to bargain over safety concerns; Health and Safety are mandatory subjects of bargaining
• Researching additional Covid-19 resources; here.