

Work Assignments

1. When an employee's assignment requires work/services at a District work site and the employee cannot, or chooses to not, work at a District work site, the District will attempt to accommodate these circumstances by assigning the employee to available work that can be provided remotely from home on the condition that the employee is qualified, prepared and willing to provide such services. When choosing from among multiple employees for the same available remote assignment, the District will prioritize employees in the following order:
 - a. Employees who hold the appropriate training, licensing, endorsement or other qualifications for the position;
 - b. Higher risk employees (per Governor's Memorandum, see below);
 - c. Employees with a higher risk individual in the employee's household (per Governor's Memorandum, see below);
 - d. Employees with children impacted by school closure;
 - e. Employees who cannot wear a mask or other required PPE; and
 - f. Employees who prefer to not work at a district work site due to concern for safety.
2. If two or more employees have equal priority under the conditions above, the District will prioritize the employee with the earlier District hire date as a certificated employee to make the assignment. If a remote assignment is created and assigned to an employee with the expectation that it will continue for the entire school year, the District will not be required to reassign employees previously awarded such assignments in order to accommodate remote assignments for other employees whose need for an alternative assignment arises later in the school year.
3. For staffing the reintroduction of elementary students to a hybrid in-person model:
 - a. staff entire elementary level at one time (not by each grade band) using the preferences and priorities above for remote assignments;
 - b. try to solve staffing within current grade levels/assignments within the same school first before considering reassignments to other grade levels or assignments within the same school;
 - c. try to solve staffing by reassignments within a school building first before considering transfers to other school buildings;
 - d. try to solve staffing by transfers within region first before staffing outside region; and
 - e. we will "unwind" all the reassignments and transfers prior to 2021-22 staffing. Staff may not have a choice outside of the categories in 1.a through 1.f above depending on the number of remote and in-person assignments available.

Higher Risk

As of September 30, 2020, the Governor's Memorandum references the CDC definition of persons at higher risk. People who are age 65 or older are at increased risk. The CDC has also stated that people of any age with the following conditions are at increased risk of severe illness from COVID-19 (and under the Governor's Memorandum do not need medical verification of increased risk):

- Cancer
- Chronic kidney disease
- COPD (chronic obstructive pulmonary disease)
- Immunocompromised state (weakened immune system) from solid organ transplant
- Obesity (body mass index [BMI] of 30 kg/m² or higher but less than 40 kg/m²)
- Severe obesity (body mass index [BMI] of 40 kg/m² or higher)
- Heart conditions, such as heart failure, coronary artery disease, or cardiomyopathies
- Sickle cell disease
- Smoking
- Type 2 diabetes mellitus

The CDC has also stated that people with the following conditions might be at an increased risk for severe illness from COVID-19 (and under the Governor's Memorandum need medical verification of increased risk due to the underlying health condition):

- Asthma (moderate-to-severe)
- Cerebrovascular disease (affects blood vessels and blood supply to the brain)
- Cystic fibrosis
- Hypertension or high blood pressure
- Immunocompromised state (weakened immune system) from blood or bone marrow transplant, immune deficiencies, HIV, use of corticosteroids, or use of other immune weakening medicines
- Neurologic conditions, such as dementia
- Liver disease
- Overweight (body mass index [BMI] greater than 25 kg/m² but less than 30 kg/m²)
- Pregnancy
- Pulmonary fibrosis (having damaged or scarred lung tissues)
- Thalassemia (a type of blood disorder)
- Type 1 diabetes mellitus