

# **DuBois Integrity Academy**

## **Pandemic Plan 2020**



This 2020 Pandemic Plan was written as a result of the impact of the COVID Virus; however, covers the scope of present and possible future Highly Infectious Disease Emergency Operations Plan.

Revised 08/23/2021

DuBois Integrity Academy recognizes that our school is a critical community institution serving approximately 1,100 staff and children. The threat of a highly infectious outbreak in our school could be detrimental to the community. By following this highly infectious disease preparedness plan, we are dedicated to reducing the miscommunications that may encompass the chaotic nature of an outbreak of any highly infectious illness.

This plan outlines DuBois Integrity Academy strategy in preparing for, responding to, and recovering from a highly infectious disease outbreak such as Pandemic Flu in a collective, community approach.

This document includes supplemental information from Georgia Department of Public Health, Center of Disease Control, and Georgia Department of Education.

## **PURPOSE**

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The purpose of this highly infectious disease preparedness plan is to increase the communication to our DIA staff and students in the event of an outbreak. The plan would serve as a resource guide for planning and responding to a sudden pandemic within our organization. Highly infectious illnesses may have a short incubation period, spread easily, and cause severe illness or possible death, and may have no possible existing vaccine or treatment.

The purpose of this plan is to achieve the following goals:

- Enable DuBois Integrity Academy to continue to operate and provide services as normally and effectively as possible in the event of a highly infectious disease outbreak with minimal academic and economic losses.
- The response of DIA will be directed by Georgia Department of Public Health direction and guidance. This plan coordinates federal, state, and local agencies.
- Continue the essential core operations of DuBois Integrity Academy in the event of increased staff/student absences due to a highly infectious outbreak.
- Establish and maintain a coordinated command system with Georgia Department of Education, and the school to enable effective, timely, and sensitive decision-making regarding continuity of student learning needs to remain the core value and focal point.
- Develop a communications plan to ensure that students, parents, and staff receive timely and accurate information regarding disease prevention strategies and infection control strategies.
- Coordinate with other close districts for safety measures related to the outbreak.
- Prepare and provide for mental health/crisis service needs of staff, students and families.

## SCOPE

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The scope of this preparedness plan covers the most prevalent highly infectious illnesses such as Pandemic Flu, other airborne respiratory illnesses – COVID19 (coronavirus), MERS and SARS, Ebola, airborne viruses such as Anthrax, and all other unknown diseases.

**COVID-19 (Coronavirus)** – Symptoms of COVID-19 have reportedly had mild to severe respiratory illness accompanied with fever, cough, and shortness of breath. The 2020 outbreak originated in the Wuhan province of China. Symptoms may appear 2-14 days after exposure. The virus is spread person-to-person between people within close contact (about 6 feet), via respiratory droplets produced when an infected person sneezes or coughs, and these droplets can land in the mouths or noses of people who are nearby where the droplets are inhaled into the lungs. Transmission may also be possible through contact with contaminated surfaces, but this is not thought to be the main way of transmission. People at risk are those who have recently traveled to/from China or those in close contact to positively diagnosed individuals.

**MERS & SARS** – Middle East Respiratory Syndrome and Severe Acute Respiratory Syndrome.

**MERS** – also known as the “camel flu.” A fairly new respiratory virus for humans. Symptoms include fever, cough, diarrhea, and shortness of breath.

Some experience symptoms involving the gastrointestinal tract as well causing nausea, vomiting, and diarrhea. Spread through respiratory droplets is the believed transmission, however this is still being studied. Incubation period is approximately 5-7 days. Mortality hits one-third of diagnosed cases. Spread is uncommon outside of hospitals, thus the risk to the global community is fairly low. No diagnosed cases in the US since 2014. No vaccine or treatment.

**SARS** – severe respiratory illness that started in southern China. No cases have been diagnosed since 2004. Initial symptoms are flu like including muscle pain, high fever, sore throat, cough, severe muscle aches, and possible diarrhea. These symptoms may lead shortness of breath and/or pneumonia. Incubation period is 4-6 days, although it has been known to incubate for one day.

Transmission is through respiratory droplets. Although there is some belief that SARS may be spread through airborne transmission – meaning spread by tiny pathogens in the air that are inhaled.

### **Pandemic Flu/Influenza –**

Influenza (flu) viruses can cause a severe illness, even death. Younger and older populations as well as populations with certain health conditions (asthma, COPD, heart disease, neurological disorders, blood disorders, endocrine disorders, kidney disorders, and weakened immune systems) are at a high risk of serious flu complications.

Flu viruses are grouped into three types, designated A, B, and C.

**Type A** – can affect both humans and animals, and are associated with more severe illness. Usually the cause of global pandemics.

**Type B** – infect only humans and cause seasonal outbreaks and less severe disease than A in the United States (US). Does not cause pandemics

**Type C** – Very common, usually cause mild respiratory symptoms.

The average incubation period (time between infection and onset of symptoms) for seasonal flu is TWO days. Flu symptoms are only passed human to human by respiratory secretions. People infected with the flu viruses may shed the virus and transmit the infection up to one day before the onset of symptoms. Viral shedding and the risk of transmission will be greatest during the first three-four days after the onset of symptoms.

An influenza pandemic is a global outbreak of a NEW INFLUENZA VIRUS that is very different than current and circulating influenza A viruses. Pandemics happen when new influenza A viruses emerge which are able to infect people easily and move quickly person to person.

Influenza viruses come from different animals including birds and pigs from the past, most recent pandemics. In a pandemic influenza, the influenza A virus in these animals may shift to what's called an "antigenic shift." The antigenic shift represents an abrupt, major change in an influenza A virus. This can result in a direct non-human to human transmission. Once this occurs in one person and is able to move to another person, this is now defined as a pandemic. Pandemics happen quickly and move fast from country to country.

## DIFFERENCE BETWEEN SEASONAL AND PANDEMIC FLU

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### SEASONAL FLU

Happens annually and peaks between December and February

Usually there is some immunity from previous exposures and influenza vaccines

Certain people are at risk for flu complications – elderly, infants, people with chronic health conditions

Health care providers can meet the needs of patients easily

Vaccines are updated annually and one dose is sufficient

Usually cause minor impact on schools and the public. Sick people should stay home

Antiviral drugs are readily available and help within the first 48 hours of presenting symptoms

### PANDEMIC FLU

Rarely happens: 3 times in 20th century

Most people have little or no immunity because they have no previous exposure to the virus or similar viruses

Even healthy people are at risk for serious complications

Health care providers and hospitals are overwhelmed and it is very difficult to meet the needs of the exposed public

Although the US govt maintains a stockpile of pandemic vaccines, the overwhelming need of vaccines may not be available, and may require two doses

May cause major impact on the general public. May cause travel restrictions, school and business closings

Antiviral drugs will still be prescribed, but will be less readily available and more difficult to come by. Symptoms will also be more severe and antivirals may not be as helpful

Treatments for pandemic flu include antiviral drugs and non-pharmaceutical interventions (NPIs). These actions do not include medications or vaccinations. NPIs will be the only early intervention tools that will most likely mitigate the quick transmission from person to person. See more about mitigation strategies in the later section, **Prepare – Prevent – Protect.**

**Ebola** – a rare viral hemorrhagic fever in humans and non-human primates. The virus starts between 2 days and 3 weeks after contracting the virus. Symptoms show up as a fever, sore throat, muscular pain, and headaches. Vomiting, diarrhea, and a rash may follow along with decreased function of the liver and kidneys. An infected person may bleed both internally and externally and has a very high risk of death, killing between 25-90% of those infected. Death often occurs from low blood pressure due to loss of blood. The virus spreads through direct contact with body fluids, such as blood, urine, feces, semen, breast milk, sweat, and vomit. An Ebola vaccine is currently being studied in Africa with promising factors, nothing current in the US thus far. No specific treatment is singled out for Ebola, however, supporting treatments will have to take place such as intravenous fluids, pain management, anti-nausea, and fever control. If infected, recovery depends on the person's immune response. Ebola survivors may carry the illness in their blood for up to 10 years post recovery.

**Anthrax** – A serious infectious disease can cause death. Anthrax gets into the body through the skin, lungs, or gastrointestinal tract. All types of Anthrax are bacterial and can spread throughout the body quickly if not treated with antibiotics.

- **Cutaneous** – most common and least dangerous – through the skin. Possible exposure comes from workers who handle contaminated animal products and get spores in a cut or scrape on their skin. Infection develops in 1-7 days after exposure.
- **Inhalation** – Most deadly form of Anthrax. Occurs when a person inhales spores that are aerosolized during the industrial processing of contaminated materials, such as wool, hides, or hair. Infection develops within a week after exposure, but it can take up to 2 months.
- **Gastrointestinal** – Rarely reported in the US. People who eat raw or undercooked meat from infected animals could get sick with this. Infection develops from 1-7 days after exposure.
- **Injection** – This Anthrax has never been reported in the US. Seen in northern Europe in people injecting heroin.

People at risk are people who handle animal products, veterinarians, livestock producers, travelers, laboratory professionals, mail handlers, military personnel, and response workers. The Anthrax vaccine is currently provided only to people who are at an increased risk of coming in contact with anthrax spores, such as members of the US military, certain laboratory workers, and some people who handle animals or animal products. The vaccine is not licensed for use in children under age 18, adults over age 65, or pregnant and nursing women.

We do not know when Anthrax will occur, however, federal agencies have worked for years with health departments across the country to plan and prepare for an anthrax attack. Anthrax can be used as a weapon because spores are easily found in nature, can be produced easily, and can last a very long time in the environment. These spores are released quietly and without anyone knowing. The spores cannot be seen, smelled, or tasted.

## **AUTHORITIES, ROLES, RESPONSIBILITIES**

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U.S. Department of Health and Human Services, Center for Disease Control, Georgia Department of Public Health, Georgia Department of Education, and DuBois Integrity Academy are the Authorities.

During an outbreak of a highly infectious illness, the US Government – US Department of Health and Human Services (HHS) along with the Centers of Disease Control (CDC) is the national leader for overall communication and coordination efforts. If it is universal, they work correspondently with the World Health Organization (WHO).

### **US Department of Health and Human Services along with the CDC's role is:**

- Identify, appoint, and lead the highly infectious disease response; enact or modify legislation and policies required to sustain and optimize pandemic preparedness, capacity development, and response efforts across all sectors.
- Lead national and domestic efforts in surveillance and detection of outbreaks. Prioritize and guide the allocation and targeting of resources to achieve the goals as outlined in a country's response.
- Provide additional resources for national pandemic preparedness, capacity development, and response measures. Support rapid containment of outbreaks, provide guidance to state level authorities on the use and timing of community infection control measures.
- Support biomedical research and development of new vaccines and medical countermeasures.
- Consider providing resources and technical assistance to countries experiencing outbreaks of the highly infectious illness.

The Georgia Department of Public Health takes lead from the CDC. Clayton County Health Department takes lead from the Georgia Department of Public Health. Both have natural leadership and advocacy in highly infectious illness preparedness and response efforts. In cooperation with these public health sectors, DuBois Integrity Academy cooperates in efforts to raise awareness and actions that are necessary in response to the severity of the phase of reported illness.

### **The risks and potential health consequences are taken into consideration by Georgia Department of Public Health and the information gathered assist DuBois Integrity Academy in the following:**

- Provide reliable information on the risk, severity, and progression of the outbreak and the effectiveness of interventions used during the outbreak.
- Prioritize and continue the provision of health-care during a highly infectious outbreak. Maintain situational awareness by monitoring the highly infectious illness surveillance data and assessing the public health/medical needs of Georgia.



- Enact steps to reduce the spread of the infection in the community and in health-care facilities. Provide guidance, resources, and technical assistance to local health departments and aid in the need/use of vaccines, anti-virals, and antibiotics
- Protect and support DIA staff and students during the infectious outbreak. Provide PPE in the form of building protective supplies to protect staff and students from transmission and infection control procedures.
- Notify the local health departments if social distancing and community mitigation is needed, such as closing schools, travel restrictions, cancellation of local, public events, isolation and/or quarantine may be required to slow the spread of the illness.

**DuBois Integrity Academy response to an infectious illness is as follows:**

- Employees and scholars must wear masks in the building on all campuses.
- Employees that are fully vaccinated are allowed 10 additional sick-days for quarantining purposes during the COVID-19 Pandemic.
- Employees and scholars must undergo mandatory weekly COVID-19 testing provided by DIA.
- The Executive Director and the Administrative Team will develop planning based on information provided by the Center of Disease Control, Georgia Department of Public Health, and the Georgia Department of Education. The steps will be communicated to employees, students and families, and community members.
- Maintain school staying in session until notified by local authorities for the need to close.
- Nurses continue to educate the school community on prevention of illness: vaccinations, proper hand washing techniques, community mitigation, and social mitigation for prevention of transmission. Prepare the school community to minimize health risks. Train all staff and students on these measures.
- Nurses, school administration, and teachers will develop plans with families in the event their child must be sent home due to illness or if the school community must close.
- School administration will document a response plan along with the Executive Director and the identified school Incident Commander (IC), the principal or an appointed administrator.
- The Executive Director will provide the DIA community with data and health surveillance reporting and information. Update schools with potential changes that may take place and information on the extent of the spread of the illness.

## **ASSUMPTIONS**

**Georgia Governor may declare a State of Emergency**, resulting from a public health emergency – highly infectious illness – i.e. COVID19. Response to this outbreak/pandemic will require swift and coordinated action by all levels of government.

- Effective prevention and therapeutic measures, including vaccine and antiviral medications, could be delayed, in short supply, or not available.
- Substantial public education regarding the need to target priority groups for vaccination and antiviral/antibiotic medication and the allocation of limited supplies, is crucial in averting public panic.
- Non-pharmaceutical interventions, travel restrictions, cancellation of public events, isolation and/or quarantine may be required to slow the spread of an outbreak.
- Secondary bacterial infections, following the outbreak, may result in shortages in antibiotic supplies.
- There may be a need for alternate care sites as a temporary health facility.
- Healthcare workers, firefighters, and police officers may be at higher risk of exposure and illness than the general population, further straining the outbreak response.
- Widespread illness could increase the likelihood of sudden and potentially significant shortages of personnel in other sectors that provide critical public safety and necessary services.
- If Pandemic Influenza, it will occur in waves – up to 2 months with little or no flu activity and last as long as 18 months where there is risk associated to the public.
  - Pandemic influenza is known to spread rapidly from one person to the next through coughing or sneezing. Some people may become infected by touching something with the flu virus on it and then touching their nose, mouth, or eyes.
  - Influenza may shed the virus for one to two days before becoming symptomatic.



## **PREPARE – PREVENT – PROTECT**

Preparedness refers to those actions and measures taken before an event in order to better handle the emergency when it arises.

CDC plays a prevalent role in making sure states and local health departments are prepared for public health emergencies.

Public health officials recommend prior to and in the early phases of a pandemic or outbreak, to practice every day good health habits and to use non-pharmaceutical interventions (NPIs) to prevent and protect the human population from the spread of a highly infectious illness. Everyday good health habits include the following:

- Avoid close contact with people who are sick. When you are sick, stay away from others to prevent passing on your illness to others.
- Stay home when you are sick so you prevent passing your illness on to others.
- Cover your mouth and nose when sneezing or coughing with a tissue and then throw away the tissue. Sneeze or cough into the crook of your elbow if tissues are not available.
- Wash your hands after coughing or sneezing and often throughout the day. Washing the germs is always best and the preferred method. If soap and water is not available, hand sanitizer will kill the viruses, but not wash them away.
- Avoid touching your eyes, nose, or mouth. Germs are often spread touching these body parts.
- Practice other good health strategies – clean and disinfect surfaces in your home, especially when someone is ill. Get plenty of sleep, manage your stress, and be physically active.

Other than everyday good health habits, other non-pharmaceutical interventions are thoughtful mitigation strategies to protect the community and are consistent of:

- Social distancing – create ways to provide distance between people in close contact areas including work and school.
- Closures – possible closures of non-urgent/mandated events – not necessary to hold extra community events during an outbreak or pandemic.
- Be prepared and informed, take an active participation in the event of an outbreak or pandemic.
- Communicate with other employees, students, and community members by using educational materials to inform on updates of the outbreak or pandemic, good hygiene methods including hand washing protocol, hang posters, send email reminders, and face to face trainings/presentations.
- Continue communicating surveillance and monitoring the outbreak or pandemic.

- Maintain a clean environment.
- Educate the school community on when to stay home when you are sick.

**Other preparedness measures for DuBois Integrity Academy include:**

- Leadership team including the Incident Commander, the Executive Director delegates necessary tasks and duties to all employees according to Georgia Department of Public Health and Center of Disease Control’s guidance and direction. Important that together, these departments communicate the same message to all employees, students, parents, and community members.
- Teachers prepare lesson plans ahead of time in case they are out due to illness and/or students are out due to illness.
- Administration will prioritize essential staff functions and cross train staff to ensure that if a large percentage of staff is gone, other employees are able to fulfill those roles.
- The Leadership Team will review leave procedures and negotiations to consider the possibilities of large amounts of employees are gone.

**IN THE CASE THAT ONE CASE IS CONFIRMED, DUBOIS INTEGRITY ACADEMY TRANSITIONS TO THE RESPONSE PHASE.** \_\_\_\_\_

During an outbreak/pandemic, DuBois Integrity Academy focuses on the school district’s response to and management of a confirmed case.

**INFLUENZA-LIKE CASE DEFINITION**

The Centers for Disease Control and Prevention defines an Influenza-like illness as having the following symptoms:

Fever of 101.5 degrees Fahrenheit or higher  
AND ONE OF THE FOLLOWING

- Cough
- Sore Throat
- Headache
- Muscle Ache

A student with Influenza-like symptoms must be sent to the nurse’s office for screening (symptom check and/or taking temperature). If student meets the case definition as described above, he/she must be excluded from school until symptom free. Enter the name of student on tracking log and report on the daily/weekly report form.

## **IDENTIFY**

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Identification of a confirmed case starts the process of an outbreak/pandemic emergent situation. During this time, DuBois Integrity Academy will increase emphasis on the everyday good health habits and non-pharmaceutical interventions as this is our biggest defense to a highly infectious illness preparedness plan. It is our number one goal to keep our students, staff, parents, and all other community members as safe and healthy as possible, therefore, we will communicate and educate these stakeholders on an often, routine bases to keep the messages flowing about where we stand as a community in this highly infectious illness process.

## **ACTIVATE**

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As this process of a highly infectious illness plan comes to fruition, we must look at the date collected by the Executive Director for DuBois Integrity Academy and follow this for the proper emergency response.

The Executive Director will get direct communication and notification of a confirmed case of a highly infectious illness student or staff and then will work directly with the Principal to activate proper operations. The Executive Director will distribute this communication to the school community. DuBois Integrity Academy may rely on nurse and other staff to train additional staff or community members run the operations of vaccinations or medications at the DuBois Integrity Academy. Personal Protective Equipment (PPE) – if needed, will be provided to make DuBois Integrity Academy as safe as possible. Instructions on this equipment for utilization and proper maintenance may involve the nurses and other staff to assist in training and utilization of this equipment.

Quarantine and Isolation – DuBois Integrity Academy will address community mitigation measures specific to community containment interventions, such as isolation and quarantine during an outbreak/pandemic. Community containment interventions are implemented to help prevent or reduce the spread of an infectious agent(s) within the community.

If voluntary home quarantine measures are suggested for exposed household members, DuBois Integrity Academy will communicate with staff, students, parents, and community members as a need to help mitigate the highly infectious illness.

Depending on severity of event, DuBois Integrity Academy will take direction from government officials including law enforcement, Georgia Department of Public Health, and Georgia Department of Education for next steps.

## **CONDUCT**

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Conducting a full emergency operations at DIA will take the guidance and expertise of the Georgia Department of Public Health and Environment. This may involve requests of administration and nurses. The Leadership Team will activate the Essential Worker's Team needed capacity.

DuBois Integrity Academy will initiate data collection of absenteeism and provide the designated appointee with data they will be needing for report to Georgia Department of Education. DuBois Integrity Academy will need school leaders to provide support in this area and direction for operation in collecting and analyzing all data.

During any highly infectious illness outbreak/pandemic, DuBois Integrity Academy will maintain surveillance data and contribute to Center of Disease Control and the Georgia Department of Public Health in a proactive, positive manner to increase the health and safety of our community.

DuBois Integrity Academy will manage all internal resources and document/track all expenses in real time.

## **RECOVER**

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Community Assessment of a highly infectious illness outbreak/pandemic requires completed surveillance data and feedback of operations. Any damage done to the community from this highly infectious illness outbreak/pandemic will be defined and analyzed for proper future planning.

It is crucial DuBois Integrity Academy enforces resources and guidance for all staff, students, parents, and community members to focus on “getting back on track.” Stress the importance of returning to normal practice and procedures for the health and safety of everyone. Return as quickly as possible to normally scheduled school days including all scheduled events. DuBois Integrity Academy will assess the need of additional mental health support resources and provide as much as possible to staff, students, parents, and the community.

DuBois Integrity Academy will also assist in supporting DIA families with resources to the extent possible that may be needed during or after a highly infectious illness outbreak/pandemic.

DuBois Integrity Academy will communicate when it is safe to return to school and what precautions, if any, will need to occur. All school grounds and property will be cleaned and sterilized. The Facilities Manager will help support this practice.

DuBois Integrity Academy will continue to monitor the illness and provide data as needed to continue the transparency of communication to the community.

DuBois Integrity Academy will establish a “return to learning” program to get students who have missed several days of instruction back on track. Some assignments may need to be modify depending on students’ performance on content mastery.

## **Conclusion**

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Maintaining DuBois Integrity Academy essential functions and services in the event of pandemic requires additional considerations beyond traditional continuity planning. A pandemic may not directly affect the physical infrastructure of the DuBois Integrity Academy. As such, a traditional “continuity activation” may not be required during a pandemic outbreak. However, a pandemic outbreak threatens a district’s human resources by removing essential personnel from the workplace for extended periods. Accordingly, the DuBois Integrity Academy continuity plan addresses the threat of a pandemic outbreak.

## Resources

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Centers for Disease Control and Prevention <https://www.cdc.gov/flu/school/cleaning.htm>

Centers for Disease Control and Prevention: Covid-19  
[https://www.cdc.gov/coronavirus/2019-ncov/community/schools-childcare/guidance-for-schools.html?CDC\\_AA\\_ref\\_Val=https%3A%2F%2Fwww.cdc.gov%2Fcoronavirus%2F2019-ncov%2Fspecific-groups%2Fguidance-for-schools.html](https://www.cdc.gov/coronavirus/2019-ncov/community/schools-childcare/guidance-for-schools.html?CDC_AA_ref_Val=https%3A%2F%2Fwww.cdc.gov%2Fcoronavirus%2F2019-ncov%2Fspecific-groups%2Fguidance-for-schools.html)

Centers for Disease Control and Prevention: Covid-19 and children  
<https://www.cdc.gov/coronavirus/2019-ncov/faq.html#COVID-19-and-Children>

Pandemic Influenza Continuity Plan template provided by FEMA  
<https://www.fema.gov/media-library/assets/documents/93250>

Georgia Department of Public Health <https://dph.georgia.gov/covid-19-daily-status-report>

Georgia Department of Education  
<https://www.georgiainsights.com/coronavirus.html>

Georgia Department of Education Path to recovery  
[https://www.georgiainsights.com/uploads/1/2/2/2/122221993/georgias\\_path\\_to\\_recovery\\_for\\_k-12\\_schools\\_-\\_v7-30-2020.pdf](https://www.georgiainsights.com/uploads/1/2/2/2/122221993/georgias_path_to_recovery_for_k-12_schools_-_v7-30-2020.pdf)

## Appendix



## DuBois Integrity Academy Infectious Disease Guidelines

DuBois Integrity Academy's first priority is the health and well-being of our student, employees, and families. DIA would like to thank school leaders, the Department of Public Health, and the Georgia Department of Education for their input and guidance throughout the development of these guidelines. Based on the latest health recommendations, DuBois Integrity Academy has established the following reopening guidelines for face-to-face and hybrid instruction. These guidelines may be subject to change based on developing information from the Department of Public Health, and the Georgia Department of Education, at which time DuBois Integrity Academy may amend parts of this plan.

[https://www.georgiainsights.com/uploads/1/2/2/2/122221993/georgias\\_k-12\\_recovery\\_plan.pdf](https://www.georgiainsights.com/uploads/1/2/2/2/122221993/georgias_k-12_recovery_plan.pdf)

### **What DuBois Integrity Academy will do to create as safe a learning environment as possible:**

- ✓ All students, faculty & staff will undergo temperature checks before entering the building. Students, faculty, and staff with COVID-19 symptoms or a temperature greater than 99.5° will be asked to return home.
- ✓ The building has undertaken an ionization air quality installation system which will kill corona virus and other viruses on clothes and surfaces (desk, chairs, walls, etc.).
- ✓ The restrooms will have a hands-free system to include sinks, toilets, urinals, and soap dispensers throughout the building. Previously restrooms utilized hands-free hand dryers at our main campus.
- ✓ Every classroom will have a hands-free hand sanitizing dispenser installed.
- ✓ All staff and teachers will be trained on social distancing guidelines and CDC recommendations and will implement best practices hand washing and sanitizing procedures for all students.
- ✓ Classrooms will be organized to gain a maximum social distancing set up.
- ✓ We will establish a triage area to manage students who become ill during the day to minimize exposure to other students.
- ✓ Lunch & Breakfast will be served primarily in the classroom to minimize student interact throughout the building.
- ✓ Documented sanitizing protocols will be conducted throughout the day and afterschool to maximize building sanitizing.

### **What Parents and Families will do to create as safe a learning environment as possible:**

- ✓ Parents will stop at drop off and wait for the scholars temperatures to be checked prior to leaving. If their scholar's temperature is higher than 99.5° they must take them back home.
- ✓ Parents of 5<sup>th</sup> grade scholars will drop their students of at our Fifth Grade Academy. If the 5<sup>th</sup> grader has sibling, the 5<sup>th</sup> grade and siblings may be dropped off at the Fifth Grade Academy. Breakfast and before-care will be available at Fifth Grade Academy. Younger siblings will be transported in our school bus which will be cleaned thoroughly, and this will allow us to travel with 20 scholars or less.
- ✓ Parents must provide our scholars with mask DAILY.

- ✓ We will require scholars to wear mask during the day.
- ✓ If students becomes ill during the day and the nurse or other staff needs to call the parent to come get our scholar, we are asking that you come get them (or send someone from your pick-up list) to pick them up within 1 hour. If the scholar cannot be picked by the parent or family member in 1 hour, DuBois Integrity Academy will contact medical support.
- ✓ If a scholar has been ill or has shown signs of Covid-19, they must have a note from a physician's office prior to returning.
- ✓ Parents do not bring your child to school if they are sick and showing these systems: *Fever or chills, Cough, Shortness of breath or difficulty breathing, Fatigue, Muscle or body ache, Headache, New loss of taste or smell, Sore throat, Congestion or runny nose, Nausea or vomiting, Diarrhea*

**What are the consequences of noncompliance to the reopening procedures:**

- ✓ Consequences to noncompliance will be progressive, similar to that of the uniform policy.
  1. Any scholar who is in violation of the not wearing a mask will receive a demerit and parent will be notified.
  2. Any scholar who is in violation of the wearing a mask a second time will receive a demerit and a second parent notification.
  3. Any scholar who is in violation of the wearing a mask a third time will receive a demerit and loss of privilege in addition to parent notification.
  4. After the fourth violation of not wearing a mask the scholar will be placed in parent care for one day. The parent and the scholar must meet with administration before the scholar can return to school. When the scholar returns to school he/she must have on the correct uniform.
  5. After serving parent care, attending a conference with administration and 3 demerits, if the parent continues to refuse to comply with supporting the culture we are establishing at DuBois Integrity Academy the scholar will be at risk of being suspended.
- ✓ Parents who let their scholar out of the car without allowing them to get a temperature check will be given 1 warning. If the scholar is healthy, then administration will explain the process to the parent again. Parents must comply to secure a safe and healthy school environment.