



DEMOCRACY PREP FREEDOM PREP

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FPCS Health and Safety Framework 2021-22

As we move through COVID-19 pandemic, the health and safety of our staff, scholars, and families is our top priority. As such, we are proposing the following health and safety protocols for the 2021-22 School Year.

In environments where all community members are not yet able to be vaccinated, such as K-12 schools, the CDC recommends layering prevention strategies. To that end, FPCS will implement the following COVID Prevention strategies during the 21-22 school year.

21-22 COVID Prevention Strategies

Scholar and Staff Mitigation Strategies

- *Masking of all staff and scholars*
- *Social distancing where possible or seating charts to facilitate contact tracing*
- *Daily health questionnaire*
- *Hand washing routines and/or frequent use of alcohol-based hand sanitizer*
- *Quarantine of all scholars or staff who test positive for COVID-19 and quarantine for those unvaccinated scholars and staff who are deemed a close contact of someone who tests positive*
- *Mitigations measures during meals, arrival and dismissal*
- *Weekly COVID-19 testing for all unvaccinated staff, and scholars who opt-in*

Facilities Supports and Modifications

- *Daytime cleaning and sanitation routines*
- *Enhanced nightly cleaning and sanitization routines*



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Scholar and Staff Mitigation Strategies

Masking of all staff and all scholars

Well-fitting masks should be worn at all times by all people in the building (scholars, staff, vendors) regardless of vaccination status.

Staff may remove their masks when they are alone in a room or private office, but should put it back on when others enter.

Social distancing where possible or seating charts to facilitate contact tracing

Classroom configurations should be set-up to maintain the maximum amount of distance between scholars possible. Teachers must create and maintain seating charts to allow for contact tracing.

While we move away from specific social distancing measurements and rigid cohorting, we will continue to maximize distancing within our available space. When possible, 6 feet is still the best way to go.

- Practically and most commonly, aim for 6 ft. with:
 - Adult-to-adult conversations
 - Primary teaching locations in the classroom
- Physical contact is still risky! Thus, no physical contact is the BEST way to go.
 - We consider high-risk physical contact to be hugs, high-fives, handshakes, sharing food or materials, being close together for a photo & anything without a mask on
 - We consider still-risky contact to be elbow-and fist-bumps

Health questionnaires

FPCS schools will continue to use our daily Staff ([FPES/FPMS/FPHS/Regional](#)) and [Scholar](#) Health Screening Questionnaires for entry into buildings.

Hand washing routines and/or frequent use of alcohol-based hand sanitizer

All schools will make alcohol-based hand sanitizer widely available throughout the school, and ensure that bathrooms are stocked such that scholars are able to wash their hands during regular bathroom breaks. There is no need to schedule additional hand washing breaks outside of those planned as part of the regular school schedule.



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Quarantine/self-isolation of all scholars or staff who test positive for COVID-19 and quarantine for those *unvaccinated* scholars and staff who are deemed a close contact of someone who tests positive

Any *unvaccinated* scholar or staff member who is deemed a close contact (within 6 feet for 10 minutes or more over a period of 24 hours) of a COVID-positive individual will quarantine for 10 days from the last date of contact with the contagious individual. Vaccinated scholars and staff are currently able to remain at school without a 10-day quarantine if they have been a close contact. Operations Teams will collect proof of vaccination for affected scholars. The HR team will confirm return dates for any staff members affected.

Any scholar or staff member who tests positive for COVID, regardless of vaccination status, will be asked to self-isolate/quarantine for a period of 10 days from their positive test.

Scholars who must quarantine will be marked as an excused absence on their days missed and will be subject to all regular make-up work policies.

For staff, the first self-isolation/quarantine period of this kind (a positive COVID test) will be covered by COVID leave. Each FP employee will be granted 10 days of COVID leave for this purpose.

For staff, subsequent self-isolation/quarantine periods for testing positive will not be covered by COVID leave, and instead staff members must use other paid time off options. In the event that an employee exceeds their COVID leave (10 days for a positive test), they may use other paid time off, NJ Paid Family Leave or Disability.

School-based staff who are required to quarantine as a precautionary measure due to close contact with a COVID-positive individual or a positive test themselves will not be entitled to COVID leave and must use other paid time off options.

School-based staff who are required to quarantine as a precautionary measure due to close contact with a COVID-positive individual or a positive test themselves will be eligible to work from home based on first the expressed interest of the staff member and then Executive Director approval contingent on role analysis and school need. Please see the process for this below:

- School Leader lets the Executive Director and their HR representative know of a COVID-related staff absence. *School Leaders should assume the day of notification to HR will be a day away from work for the staff member(s).*
- HR contacts the staff member to determine 1) whether quarantine is needed, 2) the length of the quarantine/date of return to work (if necessary) and 3) whether the staff member expresses interest to work from home.

Last Updated: September 24, 2021



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- HR contacts the School Leader and Executive Director (via email) with an update on each staff members' status. If an employee is eligible to work from home, HR will request written approval from the Executive Director.
- The Executive Director will either approve or not approve work from home based on whether a major body of the staff member's work can be done from home and/or where meaningful work can happen from home (i.e. a special project).

Mitigations measures during meals, arrival and dismissal

We will limit cafeteria space to half-capacity to increase distancing between scholars. Additional lunch periods will be added to the schedule to facilitate the reduced capacity. Scholars will wear their masks at all times other than when they are seated and actively eating or drinking.

Arrival and dismissal will be as staggered as possible. We will limit any physical contact with scholars (no handshakes/hugs). We will ensure every scholar has a mask upon building entry.

Randomized COVID-19 testing for all staff and scholars

COVID-19 testing will occur onsite on a weekly basis for all unvaccinated staff. Families will be encouraged to voluntarily consent for their scholar to participate in weekly testing, and all such scholars will be tested each week.

Facilities Supports and Modifications

Daytime cleaning and sanitation routines & enhanced nightly cleaning and sanitization routines

Our facilities team and cleaning company will continue to provide consistent cleaning of all high-touch surfaces throughout buildings.