What Should We Be Asking?
Legal and HR Issues Facing School Boards During COVID-19

Goals for Today
Address the following topics:
• Employee leave
• Employee screening
• Employee travel
• Use of facilities
• Positive tests
• Technology

QUICK POLL
Does your district plan on issuing COVID-19 safety guidelines for employees?
1. Yes
2. No
3. Not Sure
Our district has four employees with different COVID-19 concerns. How should we handle this?

**Employee #1:** The employee is afraid to return to work because they are or believe they are at a higher risk of developing a severe illness from COVID-19.

**Employee #2:** The employee is healthy but is afraid to return to work because they live with a family member that is or believes they are at a higher risk of developing a severe illness from COVID-19.
Return to Work

Employee #3: The employee is afraid to return to work, but the employee does not have an underlying health condition and does not live with someone with an underlying health condition.

Employee #4: The employee has an underlying health condition but wants to return to work.

Employee #1

Employee #1: The employee is afraid to return to work because they are or believe they are at a higher risk of developing a severe illness from COVID-19.

• What information does the district need from the employee?
• Are there accommodations available?
  – How is this impacted by employee group?
• What leave options are available?

Employee #2

Employee #2: The employee is healthy but is afraid to return to work because they live with a family member that is or believes they are at a higher risk of developing a severe illness from COVID-19.

• What information does the district need from the employee?
• What leave options are available?
Employee #3

Employee #3: The employee is afraid to return to work, but the employee does not have an underlying health condition and does not live with someone with an underlying health condition.

• What information does the district need from the employee?
• What leave options are available?

Employee #4

Employee #4: The employee has an underlying health condition but wants to return to work.

• Can we require the employee to take leave?
What are the best practices for screening employees?

- Should we require temperature checks for employees?
- What are the implications for requiring masks?
  - What are the exceptions?

Employee Travel

Discussion Questions

- Who in the district is responsible for the sanitation of district vehicles after use?
- What type of PPE is your district putting in district vehicles?
**District Business**

What restrictions should we have in place regarding travel for school business (Professional development, operational sharing, etc.?)

**Employee Vacation**

Can we stop employees from going on vacation?

**Employee Vacation**

What if an employee visits or has someone who is living with that employee visits a place with high COVID-19 cases?
QUICK POLL
Are employees allowed to use sick leave to quarantine? (Due to vacation)
1. Yes
2. No
3. Not Sure

Use of Facilities

Discussion Questions
• What personal protective equipment did your district purchase to help prevent the spread of COVID-19?
Use of Facilities

What can districts do to help prevent the spread of COVID-19 at district events such as football games?

Positive Tests

Employees

What can the board know about positive tests in the district? Does that vary between students and employees?
What things do we need to keep in mind regarding employee use of district technology?

Is the district responsible for fees related to personal internet use (overage charges)?
Questions?

Contact the Presenters

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