



# A Call for Safe Arizona Schools NOW

There are no safe communities without safe schools.

Eight specific district level expectations to ensure safe in-person learning for Arizona students and staff.

**1. Science-based mitigation plans and safety protocols, including;**

- Universal masking indoors, COVID testing available for all, and a commitment to follow the CDC guidelines; and
- Reducing class sizes to support social distancing and increase one-on-one time with students.

**2. Inclusion of employee groups in creating, revising, and implementing site and district plans.**

- Priority to keep our schools safe for in-person instruction.

**3. Public transparency of all federal relief dollars.**

- Open meeting to present information on what the district receives and how it is being spent.

**4. Solidified and transparent plans for the impacts COVID illness and the quarantine of staff and students.**

- Ensuring academic opportunity for all students.
- Impact of absences for both educators and students.
- Funding for synchronous, virtual learning that will provide full funding for schools who offer this for the long term.
- Public district and site COVID dashboards, updated daily
- Plans for coverage of classes with ill educators.
- Respect for agreed upon job description and job duties expectations.
- Remote work capacity for vulnerable staff.

**5. Paid sick leave for staff for COVID-related absences.**

- COVID and COVID-related illness absences should not impact a staff member's current or future leave bank.
- Accommodations for educators and students with "long-haul" COVID health issues.

**6. Nurses and/or health aides at every site, every day with transparent COVID protocols.**

- Staff, parents, and students should have a clear understanding of when and for how long students and staff may be quarantined.
- Expectations of health clearance before returning to work/school.
- Coverage protocols.

**7. Focus on recruitment and retention of hard-to-fill positions.**

- Plans and goals for filling hard-to-fill positions.
- Salary structures, benefits, signing bonuses, longevity pay.
- Creation of retention and loyalty programs for all employees.
- Retention stipends and loyalty pay for all employees for putting themselves and their families at risk during the pandemic.

**8. Evaluation of school facilities with student and staff health as the cornerstone.**

- Upgrade all ventilation systems to CDC Guidelines.
- ARPA investment for audit of current ventilation systems and needs for upgrade.
- Creative student-centered class scheduling.
- Limit movement of students within buildings
- Increase opportunities for students to be outside when possible.
- Social emotional learning for staff and students with actionable authentic steps to supporting impacts of COVID trauma.