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.