

OPERATIONAL SERVICES

Pandemic Preparedness; Management; and Recovery

The School Board recognizes that the District will play an essential role along with the local health department and emergency management agencies in protecting the public's health and safety during pandemic.

Pandemic is a global outbreak of disease. Pandemics happen when a new virus emerges to infect individuals and, because there is little to no pre-existing immunity against the new virus, it spreads sustainably.

To prepare the School District community for a pandemic, the Superintendent or designee shall: (1) learn and understand the roles that the federal, State, and local government function; (2) form a pandemic planning team consisting of appropriate District personnel and community members to identify priorities and oversee the development and implementation of a comprehensive pandemic school action plan; and (3) build awareness of the final plan among staff, students, and community.

Emergency School Closing

In the case of a pandemic, the Governor may declare a disaster due to a public health emergency that may affect any decision for an emergency school closing. Decision for an emergency school closing will be made by the Superintendent in consultation with and, if necessary, at the direction of government officials as determined appropriate by the Superintendent or to the extent required by law.

During an emergency school closing, the Board President and the Superintendent may, to the extent the emergency situation allows, examine existing Board policies pursuant to Policy 2:240, Board Policy Development, and recommend to the Board for consideration any needed amendments or suspensions to address mandates that the District may not be able to accomplish or implement due to a pandemic.

Board Meeting Procedure; No Physical Presence of a Quorum and Participation by Audio or Video

A disaster declaration related to a public health emergency may affect the Board's ability to meet in person and generate a quorum of members who are physically present at the location of a meeting. Policy 2:220, School Board Meeting Procedure, governs Board meetings by video or audio conference without the physical presence of a quorum.

Payment of Employee Salaries During Emergency School Closures

The Superintendent shall consult with the Board to determine the extent to which continued payment of salaries and benefits will be made to the District's employees, pursuant to Board policies 3:40, Superintendent, 3:50, Administrative Personnel Other Than the Superintendent, 5:35, Compliance with the Fair Labor Standards Act, 5:200, Terms and Condition of Employment and Dismissal, and 5:270, Employment At-Will, Compensation, and Assignment, and consistent with: (1) applicable laws, regulations, federal or State or local emergency declarations, executive orders, and agency directives; (2) collective bargaining agreements and any bargaining obligations; and (3) the terms of any grant under which an employee is being paid.

Suspension of In-Person Instruction; Remote and/or Blended Remote Learning Day Plans(s)

When the Governor declares a disaster due to a public health emergency pursuant to 20 ILCS 3305/7, and the State Superintendent of Education declares a requirement for the District to use Remote Learning Days or Blended Remote Learning Days, the Superintendent shall approve and present to the Board for adoption a Remote and/or Blended Remote Learning Day Plan that:

1. Recommends to the Board for consideration any suspensions or amendments to curriculum-related policies to reduce any Board required graduation or other instructional requirements in excess of minimum curricular requirements specified in School Code that the District may not be able to provide due to the pandemic.

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2. Implements the requirements of 105 ILCS 5/10-30; and
3. Ensures a plan for periodic review of and/or amendments to the Plan when needed an/or required by statute, regulation, or State guidance.

Emergency Closing of Schools (Bad Weather)

The Board of Education policy regarding the closing of school in bad weather is as follows:

1. All schools in the District shall be closed when severe weather conditions jeopardize the safety of the students and staff or create an inefficient instructional situation due to the large number of students absent from school.
2. Teachers and school employees who work less than 12 months shall not be required to report for work when the schools are closed prior to the start of the school day due to the weather, except that head custodians are required to keep building temperatures above freezing.

Regular daily work hours are in effect for secretaries and custodians on days school is dismissed early due to adverse weather conditions.

3. Extra-class school activities are canceled on days when the schools are closed.
4. Tests shall not be given on days when many children are unable to attend school due to bad weather conditions nor until such time as these children have an opportunity to make up missed studies and review for these tests.
5. The child who is absent because of bad weather conditions shall be given assistance by his regular teacher(s) in making up all school work missed.
6. Information about the closing of schools, the adjustment of bus routes, and changes in the daily school schedule due to weather conditions shall be provided area radio stations and newspapers.
7. A school may be closed on a day-to-day basis in an emergency.
8. The decision to close a school, to close all schools, or to make adjustments in the daily school schedule due to bad weather and other emergencies shall be made by the Superintendent. He shall also be responsible for providing information to the press, radio, and television.
9. If school is closed for any reason during the period of semester or final examinations, the order in which the examinations are given shall be the order initially established. The examination schedule shall be delayed by the number of days school is not in session because of the emergency.

LEGAL REF.: 105 ILCS 5/10-16.7, 5/10-20.5, 5/10-20.56, and 5/10-30 , 20 ILCS 2305/2(b), Ill. Dept. of Public Health Act (Part I).
20 ILCS 3305, Ill. Emergency Management Agency Act.
115 ILCS 5, Ill. Educational Labor Relations Act.

CROSS REF.: 1:20 (District Organization, Operations, and Cooperative Agreements), 2:20 (Powers and Duties of the School Board), 2:220 (School Board Meeting Procedure), 2:240 (Board Policy Development), 3:40 (Superintendent), 3:50 (Administrative Personnel Other Than the Superintendent), 3:70 (Succession of Authority), 4:170 (Safety), 5:35 (Compliance with the Fair Labor Standards Act), 5:200 (Terms and Conditions of Employment and Dismissal), 5:270 (Employment At-Will, Compensation, and Assignment), 6:20 (School Year Calendar and Day), 6:60 (Curriculum Content), 6:300 (Graduation Requirements), 7:90 (Release During School Hours), 8:100 (Relations with Other Organizations and Agencies)