

Non-certified Employee COVID FAQs **November 30-December 11 & January 4-15**

Q: Why are we going all virtual the weeks of November 30 - December 11 and January 4 - 15?

With the rise in COVID cases, and the anticipation of holiday family and social gatherings, all Henry County Schools have been directed by the Health Department to go to virtual education.

Q: The Health Department did not indicate we are closed December 14 - 18. Will we be in school or virtual that week?

Currently, we plan to be brick and mortar for the students who have chosen to be brick and mortar. However, the COVID19 Health Advisory Committee will meet during the week of December 7 - 11 and we will review COVID cases with the Health Department. We will make a decision about the week of December 14th based upon their input. An update will come out no later than December 11th with more information about the status of December 14th.

Q: January 18th is a Martin Luther King Jr. Holiday and we are scheduled to be out of school that day. Will we return on the 18th or 19th of January?

Monday, January 18, 2021, is a student and teacher holiday in observance of MLK Day and there is no school. MLK day is an unpaid holiday for non-certified staff who are not year-round employees. These employees will also be out of school January 18th. However, MLK Day is not a holiday for year-round employees and these employees will report to work as usual.

Q: Will Virtual Education extend beyond the expected return date of January 19th?

As previously mentioned, we will consult with the Health Department to determine the level of cases in the community as well as within our student and staff population. It is possible that virtual will be extended beyond the expected brick and mortar return of January 19th.

Q: Will we have athletics and choral and band performances during the virtual days?

As with all of our decisions, we will continue to be consistent with what is deemed permissible by the State Department of Health and the Henry County Health Department. As of this moment they are still scheduled to take place with spectators limited to 25% of the capacity of the venue. Continue to monitor updates for probable changes.

Q: Who reports to work as normal?

The following employee groups report to work as normal: administrators, specialists, technology personnel, teachers, counselors, secretaries (both 12 and 10-month), clerks, custodians, maintenance personnel, media assistants, health assistants, bus drivers, CTE aides, Bundy Manager, and food service. These employees will be assigned duties by their direct supervisor. If you are unable to work due to childcare, are eligible for FFCRA, and have not exhausted all 10 days, please complete and sign the attached FFCRA application and submit to Jena Schmidt at jschmidt@ncweb.me

Q: If I'm not on the list above to report as normal, what do I do?

This applies to instructional assistants and bus aides. These employees will report to work for 50% of their normal work day and be paid at their regular hourly rate for their normal daily hours. For example, if you normally work six hours a day, you will come in and work for three hours and be paid for the full six hours. If you choose not to report to work, you will not receive pay. These employees will be assigned work times and duties by their direct supervisor. If you are unable to work due to childcare, are eligible for FFCRA, and have not exhausted all 10 days, please complete and sign the attached FFCRA application and submit to Jena Schmidt at jschmidt@ncweb.me

Q: Will non-certified staff report to work when the corporation has been closed due to inclement weather?

Year-round employees will report as usual (directors, custodians, maintenance, technology, specialists, 12-month secretaries).

Bus drivers and 10-month secretaries will not report to work on inclement weather days and will make these days up at the end of the school year.

Food Service will follow their inclement weather protocol for reporting. See Dee Orick for more information.

All other non-certified staff will NOT report and will not receive compensation for inclement weather days.