

Centennial COVID-19 Staff FAQ's

March 12, 2020

COVID-19 STAFF FAQ's

We appreciate all you are doing to serve our students and community during this unprecedented time. Naturally, there have been questions about coronavirus COVID-19. This message is meant to address some frequently asked questions. We realize there are additional questions such as parent-teacher conferences etc. that these FAQs do not currently address. Specific guidance on topics such as these will be provided shortly.

Please read through the important information in these FAQs carefully. If you have a question that is not addressed in them, please email pam_jordan@cspd28j.org. Questions will be prioritized and answered as the information becomes available.

Under what circumstances would Centennial School District send me home or not allow me to report to work?

If your healthcare provider or the local public health authority restricts you from work, Centennial will follow those restrictions. Centennial will follow the tri-county health exclusion guidelines with regard to excluding employees. Generally, employees that exhibit the following symptoms may be excluded from work:

- Fever OR signs/symptoms of lower respiratory illness* AND close contact with a laboratory-confirmed case of COVID-19 within 14 days of symptom onset;
- Fever AND signs/symptoms of lower respiratory illness required hospitalization AND a history of travel from affected geographic areas within 14 days of symptom onset;
- Fever with severe acute lower respiratory illness (e.g. pneumonia, ARDS) requiring hospitalization and without alternative explanatory diagnosis (e.g. influenza) AND no source of exposure has been identified.

* Lower respiratory illness includes cough or shortness of breath.

What will happen if I don't have enough sick leave and I am diagnosed with COVID-19?

Contact HR. HR will provide specific guidance to each employee's unique circumstances.

How long will I be excluded from work if I am diagnosed with COVID-19?

The public health authority will guide exclusion decisions for individuals diagnosed with COVID-19.

If I contract COVID-19 while I am at work, will I qualify for worker's comp?

Worker's Compensation determinations are made by SAIF, our worker's compensation insurance provider.

Will I lose my job if I am diagnosed with coronavirus COVID-19?

A diagnosis of COVID-19 is not grounds for termination.

I have been sick since Friday and have all the symptoms of the flu, but no fever. Obviously there's a lot of concern surrounding the COVID-19 and some people may worry about individuals if they have any symptoms of a sickness, cold, flu, or otherwise and they could take offense of someone going into work with symptoms. My question is: Is Centennial suggesting if people are sick, they stay home for 14 days?

Health authorities strongly encourage employees who are sick to stay home. They may use accumulated sick leave. If they are out of sick leave they may use personal leave (if they have any available) or vacation days (as applicable). If no paid leave is available, the employee may request to use unpaid sick leave.

[Tri-county health exclusion guidelines](#) state that people may return after 24 hours when temperature decreases without use of fever-reducing medicine.

If you are well, report to work. If you're concerned that you may have COVID-19 call your healthcare provider.

How would an employee who might be asked to 'self-monitor' in isolation by local health authorities or their doctor be compensated?

This would be treated the same as if the employee were sick.

If we close for any period of time, would an employee be paid for the closure time?

Centennial School District would follow the 'Inclement Weather' procedures outlined in the CEA contract (Article 11.5) and the 'Emergency Closure' procedures outlined in the OSEA contract (Article 18).

If the district closed for a period of time, would that time be added on to the summer calendar?

This would be addressed in a way similar to when we experience inclement weather. These determinations would be informed by state minimum instructional minute requirements and on direction from the Oregon Department of Education (ODE) and Governor's Office as to whether days will be required to be made up.

What does OEGB provide related to COVID-19?

OEGB has a webpage with answers to frequently asked questions that we encourage employees to visit, which can be found at the following [link](#).

What actions is Centennial taking in response to COVID-19?

An internal team is working with Multnomah County Health, Multnomah Education Service District (MESD) and other East County school districts. Centennial has also established a webpage dedicated to information regarding COVID-19, which can be found at the following [link](#).

What is your plan for continuing students' education if there is a mass spread of COVID-19 in the Centennial School District? Has the district considered setting up a temporary online education system? Or having work assigned to students for the closure?

The district is currently considering options for this scenario.

Based upon closure instances so far in Oregon, school districts have worked with ESDs to create solutions. However, in these cases, it has not been a solution that could be put in place in a short timespan.

What does telecommuting mean for employees? Is this a possibility?

Not at this time.

What can I do to reduce the risk of getting COVID-19?

You can help yourself, your colleagues, and your students reduce their risk for getting and spreading viral respiratory infections, including the flu and the common cold, by encouraging them to take simple steps which will also help prevent COVID-19:

- Wash your hands often with warm water and soap.
- Cover your mouth with a tissue, sleeve, or elbow (not hands) when you cough or sneeze, and then wash your hands.
- Stay home if you're sick. Employees who are well but who have a sick family member at home with COVID-19 should notify their supervisor.
- Keep your immune system strong by eating a healthy diet, getting enough sleep, regular exercise, and by taking care of underlying health conditions.
- Clean your personal work station, keyboard, phones, and other high touch areas.

There are also basic steps every household should take to prepare for any unexpected event:

- Establish a childcare plan in the event your child(ren) need to stay home from school.
- Make sure you have a good supply of foods, drinks, medications, pet supplies, and other necessities you would want if you needed to stay home and limit your contact with other people for a couple weeks.

- Get to know your neighbors, especially those who might need extra help like seniors or people living alone.
- In the face of rumors, check multco.us/covid19 for reliable information.

Where can I find the Collective Bargaining Agreement for the CEA and OSEA?

The Collective Bargaining Agreement for OSEA can be found at this [link](#).

The Collective Bargaining Agreement for CEA can be found at this [link](#).

More information and ongoing updates from public health officials are available online, including:

- Multnomah County Health Department: <https://multco.us/health-officer/novel-coronavirus-covid-19>
- Multnomah County Novel Coronavirus COVID-19 FAQs: <https://multco.us/novel-coronavirus-covid-19/novel-coronavirus-covid-19-faq>
- Oregon Health Authority (OHA): <https://www.oregon.gov/oha/PH/DISEASESCONDITIONS/DISEASESAZ/Pages/emerging-respiratory-infections.aspx>
- Centers for Disease Control (CDC): <https://www.cdc.gov/coronavirus/2019-ncov/index.html>
- Oregon Department of Education (ODE) Communicable Disease Guidance: <https://www.oregon.gov/ode/students-and-family/healthsafety/Documents/commdisease.pdf>

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