

Question	Respondent	Date	Response
Since kinder does not have art and music, depending on the school, how can we ensure equitable plan time for those grade level teachers. Also, on Mondays, do students have asynchronous work in the afternoon when teacher's plan? Kinder was told 1 thing in their breakout session and 2nd was told another thing in their breakout session.	S Johnson	10/22	Unfortunately, plan time has not been and will still not be equal for all teachers. The Monday afternoon time is identified as independent learning time. Teachers may provide learning activities, but teachers are not required or expected to provide asynchronous or synchronous learning activities at this time.
Cleaning questions:  Are teachers required to clean between student groups? Are teachers required to clean student used items (manipulatives, etc.)	Jack	10/23	The custodial staff and overnight cleaning crews will be performing their customary processes. Students will not be sharing manipulatives and will be provided bins/containers for their items. I'd anticipate teachers will assist students keep their learning spaces clean as they did prior to this pandemic.
With positive cases and percentages rising again in the counties, I have K-2 members asking what is the "magic number" that pushes us back to Distance Learning only?	Jack	10/23	There is no single metric nor magic number. The health department may recommend that districts move to all distance but they cannot compel the action. As an example, just this week the Lake County Department of Public Health made the recommendation to move to fully remote instruction but not all districts are following that advice.  This is unlike the spring of 2020 when the Governor's office closed schools for in-person instruction by executive order.
Although I believe already answered by Suzanne Johnson as "no," I have site members continuing to request the ability to work from home on Mondays on our Synchronous/Planning only days to limit building contact to 4 days a week. Is this an option or being reconsidered?	S Johnson	10/22	I'm sorry for the confusion. Teachers must report on days when students are in-person. They are not required to report when students are not in person.
	Jack		So, on Mondays when there are no students in attendance for instruction, teachers may continue to work from their preferred location (home or school).
At the "training" sessions on Thursday, October 15th, teachers were repeatedly told that students would not be required to bring their devices back and forth for hybrid. Teachers are hoping to ignore that so that they don't have to do great deal on paper and can use one work delivery system--Canvas. What is the potential for the teachers to be written up if they ignore this direction from Celia Banks?	S Johnson	10/22	Teachers will not be written up if they ask students to bring technology. However, I would like to highlight the following; Please understand that students may not bring or remember to bring technology each day. Some families will likely be concerned about sending technology due to the fear that students may forget tech at school and then find themselves at home without a device for 3 days. Teachers will need to operationalize how they will ensure students bring devices home at the end of each day. With that understanding, most of our tech is no longer available in classrooms. So, if students do not bring technology, it is unlikely there will be technology within classrooms for use. Additionally, the classrooms are not equipped with charging stations. Finally, students have been online only for 7 months. I have significant concerns about continuing with tech based instruction.
	Jack		That said, we also understand that many of the instructional resources are placed onto Canvas and having a Chromebook would reduce the need to duplicate preparation work for both teaching modalities, in-person and online. We presume teachers will make the best informed decisions based upon their needs.
From a member: What is the liability for a teacher if they are being required to clean materials and spaces and a student ends up with COVID? Can a teacher be sued? How does the legal support from IEA work?	Jack	10/23	There is no legal liability to a teacher for providing instruction and/or having helped tidy up a space and a child or other staff member contracts COVID.  This is unlike cases in which people have flaunted social norms and rules (such as intentionally coughing in somebody's face) who have faced charges.
The District produces a quasi weekly dashboard that provides specific information regarding COVID cases. Is it only shared with administrators. The Elmhurst school district posts one on their website <a href="https://www.elmhurst205.org/resources/open-d205/covid-19-dashboard">https://www.elmhurst205.org/resources/open-d205/covid-19-dashboard</a> . Would we be able to ask the District to share the dashboard with teachers and staff or post it so that there is consistent access to it?	Jack	10/23	U-46 has an up-to-date listing of COVID related cases that is already available through the INTRANET and is available to all staff after logging into the system.

Is there any expectation that hybrid teachers would absorb others' students in the case of another teacher's absence if no sub can be secured? And along the same lines, is there any chance a remote teacher would be called in to sub for a hybrid teacher?	Jack	10/23 I'm assuming you're asking about a situation similar to "normal practice" when a substitute cannot be secured whereby teachers take on students from a different classroom.  At this time combining classes would likely go beyond the class size limitations for hybrid instruction while maintaining distancing rules. As such, protocols are being developed to help best ensure coverage for the classroom is secured.
Will there be any before or after school childcare at sites? (Similar to our previous SAFE programs)	Scott	10/22 Yes, this has been communicated to parents from the district.
1. What is the status on evaluations? Other districts have decided to not do them and grandfather last rating this year, so state is allowing. Has district discussed this?	Jack	10/22 1. TAP Oversight will be sharing the decision of the PERA joint committee. Yes, we've discussed and the communications are being finalized.
2. Consumables. Not allowing consumables/chrome books will make hybrid work even more difficult. In a 60 minute math block 30 min is for completion of problem set in the book which parents refer to for homework support. If the students are bringing their own materials back and forth and not sharing this shouldn't be an issue, esp since they are allowed to use books and manipulatives in the classroom now.	Jack	10/22 2. Please see the question/answer below pertaining to bringing Chromebooks to school which was responded to by Dr. Johnson and me.
3. Are hybrid teachers getting any compensation for doing twice the amount of work as distance learning teachers? This was asked by a DL teacher. They see the difference in workload.	Jack	10/23 3. No teachers are receiving additional compensation based upon the instructional model.
4. Monday deep clean. Is this a rumor? If not how can teachers be in the building?	Jack	10/23 4. There is no "deep clean" of buildings on Mondays. Regular cleaning will continue. If a classroom is identified as a cluster from contact tracing, additional cleaning will occur.
5. If a hybrid teacher has to move into a larger classroom he/she will get paid...but shouldn't the teacher who has to move OUT of the his/her classroom also get paid?	Jack	10/23 Teachers who are changing instructional sites should follow the process for requesting reimbursement as usual.
6. Numbers are rising. What is the criteria for going back to full DL and what happens at that point? Do the teachers now keep whatever position and students he/she has been assigned? Also will teachers still be able to teach DL from school?	Jack	10/23 6. If the district moves back to full distance learning, the rosters will not change again but the students/staff would follow the distance schedule with the whole class (no longer A/B or A/small school).
7. Does a teacher with a positive Covid test need a negative test before returning? District documents do not specify. They only mention quarantine time. People can still be carriers after 10 working days.	Jack	10/23 7. The return to work rules following a positive COVID test are outlined by the IDPH.
8. What is the process when parents want to change from hybrid to DL?	Jack	10/23 8. The family would need to notify the principal who should know the process for notifying the district.
Do the remote teachers have to teach from the building once hybrid starts for their grade level?	Jack	10/23 No. Teachers can still elect to teach from home or remotely. Additionally, teachers in the hybrid model can elect to teach from home on days/times when their students are not in person at the school.
The district is expecting hybrid teachers to plan an extra 8 hours a week of asynchronous learning. How and why would the union/committees accept this?	Jack	10/23 The homeroom/classroom teacher is not responsible for the planning of the asynchronous time, and therefore, the union has not agreed to what the question states as fact.
If kindergarten teachers allow the kids to play with toys, are they responsible for cleaning them, if they take them to the cafe for snack is their responsibility to clean the tables? Who is responsible cleaning any classrooms tables/desks at the end of each day?		

<p>1. Students are not allowed to bring in the Chromebooks nor Math journals to school: I understand that the District wants us to maximize the instructional time during the in person learning, but not allowing the students to bring in their Chromebooks will take away the opportunity for us to teach them and guide them on how to use the new required platform required by the District (CANVAS). Underprivileged students do not have access to technology. For the first time they have 1-1 devices at home, why not give them the opportunity to learn how to use them if there is no one at home who can help them. This will be a great opportunity to teach students how to use the intervention programs like ISTATION and BLUESTREAK and the other programs provided by the District.</p>	S. Johnson	10/22	<p>1. I would like to highlight the following; Please understand that students may not bring or remember to bring technology each day. Some families will likely be concerned about sending technology due to the fear that students may forget tech at school and then find themselves at home without a device for 3 days. Teachers will need to operationalize how they will ensure students bring devices home at the end of each day. With that understanding, most of our tech is no longer available in classrooms. So, if students do not bring technology, it is unlikely there will be technology within classrooms for use. Additionally, the classrooms are not equipped with charging stations. Finally, students have been online only for 7 months. I have significant concerns about continuing with tech based instruction. Please keep this in mind as these plans are finalized.</p>
<p>2. Grade Level Meetings during the pandemic: Our school has been having weekly meetings with administration for 30 minutes since the beginning of the school year. During the meetings a document is provided and we have to meet again as a grade level to send it to the admin. We are trying to find time as a grade level to plan, attend the meeting and then meet again to fill out the required document. Is it mandatory to attend to these grade level meetings?</p>	S. Johnson	10/22	<p>2. Please work with your site administration to review the purpose of these meetings. Based on this question, I am unsure if these are the only meetings occurring during the month, or if there are additional meetings occurring. This could be reviewed or should be reviewed by both SIP and SD.</p>
<p>3. Planning asynchronous and in person for hybrid: During the process for the school reopenings was discussed on multiple occasions that teachers should not be planning for asynchronous activities. Our workload has increased because now in contrast to what it was decided in the subcommittees, we have to plan in person and synchronous activities in a schedule that I find really hard to follow and that I am sure is going to be hard for the families and students to follow.</p> <p>What is the CAP per group (AM/PM) for preschool distance learning? CAP in preschool used to be 17?</p>	S. Johnson	10/22	<p>3. Can I get clarification on this question? Teachers were always expected to plan for synchronous learning.</p>
<p>1. Will there be specials classes the week of the 26th? How will they work?</p>	S. Johnson	10/22	<p>1. This effort is still be finalized.</p>
<p>2. Will a communication be sent home to parents outlining the schedule change? What will it look like?</p>	S. Johnson	10/22	<p>2. Is this question concerning the Specials schedule change or the transition to hybrid?</p>
<p>3. Has the district changed its mind about Chromebooks yet? Can we have our kids bring them in anyways?</p>	S. Johnson	10/22	<p>3. Please understand that students may not bring or remember to bring technology each day. Some families will likely be concerned about sending technology due to the fear that students may forget tech at school and then find themselves at home without a device for 3 days. Teachers will need to operationalize how they will ensure students bring devices home at the end of each day. With that understanding, most of our tech is no longer available in classrooms. So, if students do not bring technology, it is unlikely there will be technology within classrooms for use. Additionally, the classrooms are not equipped with charging stations. Finally, students have been online only for 7 months. I have significant concerns about continuing with tech based instruction. Please keep this in mind as these plans are finalized.</p>
<p>Is it true 3-6 grade is coming back hybrid on November 30?</p>	Jack	10/23	<p>Tony Sanders has shared that 3-6 moving towards hybrid would be no sooner than then end of November.</p>
<p>Will there be any before or after school childcare at sites? (Similar to our previous SAFE programs)</p>	S. Johnson	10/22	<p>At this time, it does not seem as though Right At School will be moving forward, based on preliminary family response. Boys and Girls Club will still be offered.</p>
<p>Has there been an update regarding Teacher Evaluations/Formal Observations? Administration is requesting to set formal observation schedule beginning in November.</p>	Jack	10/23	<p>All such requests should be paused until guidance is finalized from TAP Oversight Committee. (expected very soon)</p>

Added to my previous question: Can HYBRID teachers teach remotely on Mondays (no students on site)? Can they also teach remotely in the PMs? All Hybrid students leave at 12:00 so teachers would like to teach from home from 1:00-2:00 PM.	Jack	10/23	The short answer is yes. That said, a teacher's decision to change location to continue instruction cannot interfere with their teaching. Also, teachers must be in a location that supports their essential duties. As such, being in transit (car or train) is not acceptable nor necessary safe.
Is 3rd- 6th starting hybrid learning on Nov. 30th?	S. Johnson	10/22	1. This date is still being finalized.
Can a parent request to switch in-person teaching days?	S. Johnson	10/22	2. We have asked sites not to honor requests from parents to adjust in-person teaching days.
What procedures are in place for students that show up on the incorrect days?	S. Johnson	10/22	3. Sites need to identify how they will supervise students and communicate with families should students arrive at school on a day in which they are not scheduled to attend.
Why is the district considering sending anyone back with the metrics as they are?	Jack	10/23	The district has regularly stated that efforts would be made to return students, or identified populations of students, back to face-to-face instruction. They've also stated that safety is key and know that the data is always changing and will be flexible based upon relevant current data.
I'm curious if the District has come up with any limit to the number of classes a teacher can go into. I know Specials are remote but we could potentially be in 14 classes when the District opens K-6. Is there a limit that we have to be aware of before trying to redo schedules? (I assume this also applies to AIM, PT, OT etc. who see kids in multiple classes)	S. Johnson	10/22	As such, the planning must be done as implementation is no easy task. Can you provide more details? What position is this especially? It is difficult to answer in general terms as the responsibilities vary by position.
Safety related, we know some parents will not check their student's temperature, can we use a no touch thermometer to check it? If numbers go up, will the district provide more safety measures for in person instruction? Plexiglass dividers to be more specific.	S. Johnson	10/22	Safety measures will continue to be reviewed as we proceed. Plexiglass is not a recommended structure for classrooms and at this time will not be considered for classroom use.
What is reason students cannot bring ipads/Chromebooks to school? This is the perfect opportunity to assist students with "how to use" the technology piece. We still have students who have issues, especially kindergarten, with students trying to get on zoom calls and using Canvas. If this has to do with safety/health, why are students bringing backpacks and other supplies from their home?	S. Johnson	10/22	Please understand that students may not bring or remember to bring technology each day. Some families will likely be concerned about sending technology due to the fear that students may forget tech at school and then find themselves at home without a device for 3 days. Teachers will need to operationalize how they will ensure students bring devices home at the end of each day. With that understanding, most of our tech is no longer available in classrooms. So, if students do not bring technology, it is unlikely there will be technology within classrooms for use. Additionally, the classrooms are not equipped with charging stations. Finally, students have been online only for 7 months. I have significant concerns about continuing with tech based instruction. Please keep this in mind as these plans are finalized.
Can a teacher's classroom be used for quarantine (against their will), if they are not a K-2 teacher - especially when their room is carpeted and there is an empty space (for example, the former computer lab)?	S. Johnson	10/22	Yes. Buildings need to identify a room for quarantine. This could be a room that is not going to be utilized by a teacher in the short term or long term depending on the teacher assignment and room availability at the site.
SLO and NEW ASSIGNMENTS: Teachers who are changing assignments because of Hybrid/Distance movement have to start their SLO over. If we go back to full remote again, will I be moved to another school - my old school - where? And will I have to start my SLO all over again?	Jack	10/23	At this time, it may be wise to hold off on starting a new SLO. Additionally, for those SLOs already in progress, if and when a change occurs you can modify your SLO if needed as appropriate per the Agreement. Some will simply stop a current SLO and begin a new one depending upon the level of disruption to their plan and when it occurs.
It seems that some schools (as per ETA Facebook discussions) are allowing to make "cameras-on" mandatory for students, especially at middle/high schools. Is this being supported by the District? Do we know if it will apply District-wide?	S. Johnson	10/22	Sites and teacher may ask students to keep cameras on. There is nothing we can do to require students to keep cameras on.
How is the process of new "step & lane" notification going? Have all teachers already received their new salary update?			
How is the situation of split classrooms with the implementation of the hybrid/remote methods? It seems that some schools can turn their split classrooms into straight-grade classrooms. Will this be the case with all schools?	S. Johnson	10/22	This determination is based on the overall number of students enrolled, number of students selecting in-person instruction or distance learning instruction, the total number of teachers and teachers who might need an ADA accommodation. Thus, it is not possible to address this question across all sites.

With the hybrid model and the remote model about to be implemented simultaneously, have "emergency days" (or "snow days") been included in the conversation?	Jack	11/10	The short answer is 'no' as the statute has very specific language about emergency days in regards to e-learning days. That said, if the district is in a distance learning environment then "snow days" are not an issue.
-What is the directive on snacks in school? Yes we can or No we can't have them.	Jack	11/10	Students will be able to have snack time but this will not occur within teacher's classrooms.
-Substitute Teachers - How would we secure a sub for personal days or sick days	Jack	11/10	Same process as usual if you're in need of a substitute to cover your work. Difference is in the leaving of plans that are accessible to a sub or building admin. Zoom links, for instance.
-Grading and the return. Moving students is going to pose a problem in IC to enter grades hybrid and remote classes.			
Special Classes - How is that going to look, and plan time	Jack	11/10	The Specials Schedules have been developed and released to those teachers. All elem teachers have plan time on Monday, including Specials teachers.
- What is the expectation on sharing documented cases of Covid	Jack	11/10	The district has made the case data forward facing and has always been accessible through the intranet. Names will not be shared and contact tracing is intended to notify those who may have been in close contact for at least 15 minutes and within 6 ft.
Can teachers receive the same information that parents get? The communication going to parents is often different or updated and parents ask questions that teachers can't answer. Also, when Sanders shares in board meetings that we get all of the information the parents get, and we don't know something, it makes us look uninformed.	Jack	11/10	That request was made and I believe U46 has altered it's sharing of communications and principals have been directed to share their parent communications with teachers as well.
What will happen to the schedules if we don't go back on Monday? Will students stay where they are?	Jack	10/23	If the district elects to pause the implementation of hybrid then students will stay remote and, depending upon if the students have already been re-rostered or not, that pairing will maintain.
When will the new specials schedule be given out?	Jack	10/23	The specials schedules were recently discussed and the goal was to have them out to teacher by Wed/Th of this week.
1. Do the students and teacher have to leave the room to get a drink of water from their water bottle?	Jack	11/10	Students are currently expected to do so while teachers may choose to model the same behavior or remove their mask while at their teaching position for a quick sip.
2. Will libraries be open for check out?			
3. What is going on with specials?	Jack	10/23	Special schedules are being finalized.
If students are leaving a teacher in one school and going to another school for remote learning, will they be with the same teacher there?	S. Johnson	10/22	Is this question asking if students being reassigned from one site will all be assigned to the same teacher at another site? If so, every effort is being made to reassign all students from a site to the same teacher at another site.
As elementary is moving in the middle of the trimester, which teacher will complete report cards for students who are switching teachers?	S. Johnson	10/22	With the delayed implementation, the current teacher or the teacher that has been assigned since the start of the year will complete the report cards.
Will remote students be on the same schedule that 3-6 will stay on, or will they follow a schedule similar to K-2, specifically with lunch times?	S. Johnson	10/22	Remote students will continue to follow the current distance learning schedule which is the same as the distance learning schedule 3 - 6 have been following and will continue to follow.
When would the new teacher for students who are switching teachers reach out to their new students/parents?	S. Johnson	10/22	Teachers may reach out to their new students and families now.
Teachers are still wondering when specials will occur. They feel it is not a good use of hybrid time to have specials then and what would the teacher do about planning time. Also, if they are integrated with a DL class, a teacher cannot project two different specials at one time. The children are not suppose to bring their laptops to school so they cannot log in to a special themselves.	S. Johnson	10/22	Additional information concerning specials is forthcoming.
Teachers are concerned that the tubs that are being provided by the district for the children to put their supplies in are on back order. They want to know what they are suppose to do in the mean time and how long it will take to get something.	Jack	10/23	Any shortage in supplies should be communicated to the principal so they can coordinate with the operations department to ensure adequate supplies are on hand when needed.