



Employee Return To Work Survey Update

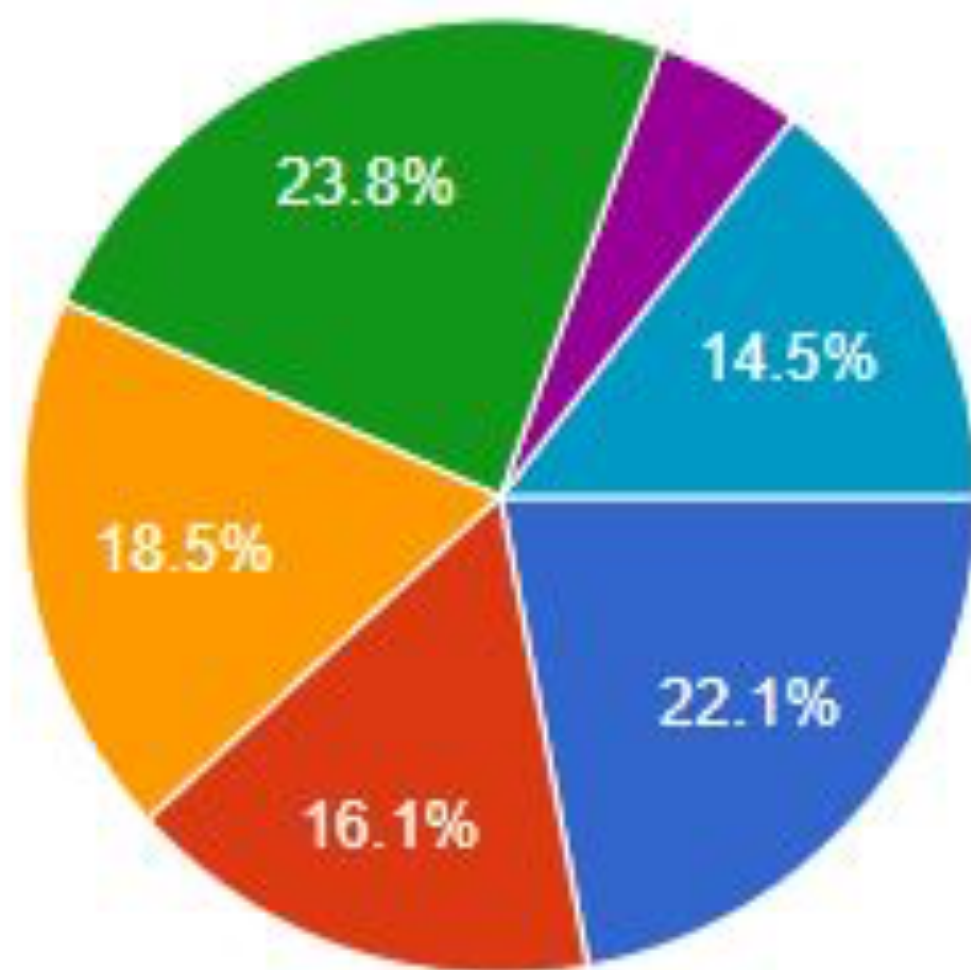
School Board Work Session
7/22/20

Survey Rationale

- To ensure employees to have a clear understanding of the health and safety plans we have put into place based on the recommendations of the Center for Disease Control, the Virginia Department of Health and the Virginia Department of Education.
- This information is important in order to make sure employee needs are addressed and avoid any last minute surprises that could impact the opening of schools.

What grade levels do you teach or support?

2,094 responses



- Preschool through 2nd
- 3rd through 5th
- 6th through 8th
- 9th through 12th
- Other support personnel
- Other support personnel not directly working with students

In situations where face coverings are required (when a 6-foot physical distance cannot be maintained), are you able to comply?

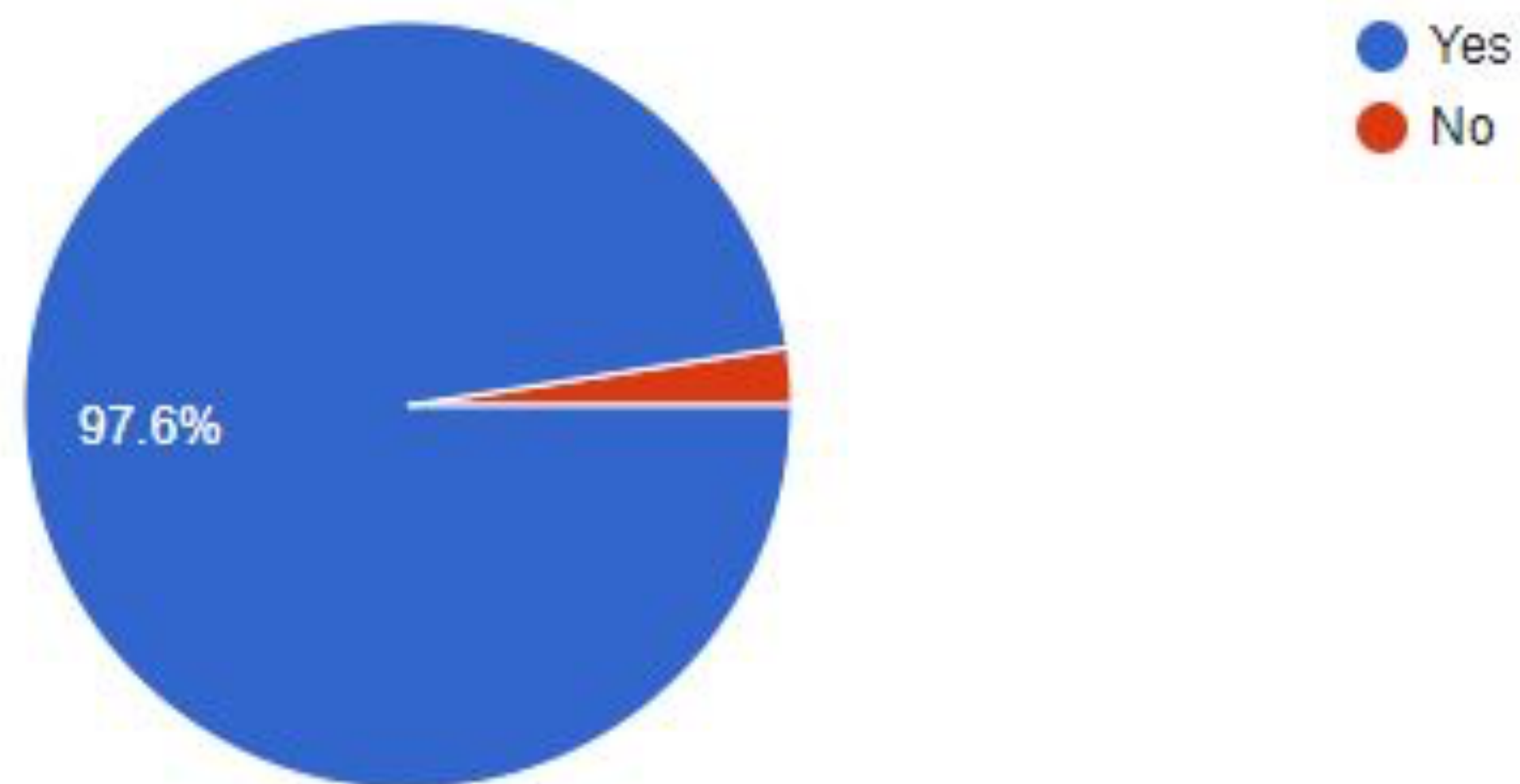
2,105 responses



Concerns include having asthma, difficulty breathing in a face covering, heat impacting breathing while wearing a face covering

Are you able to fulfill your contracted job responsibilities considering the changes surrounding COVID-19?

2,105 responses



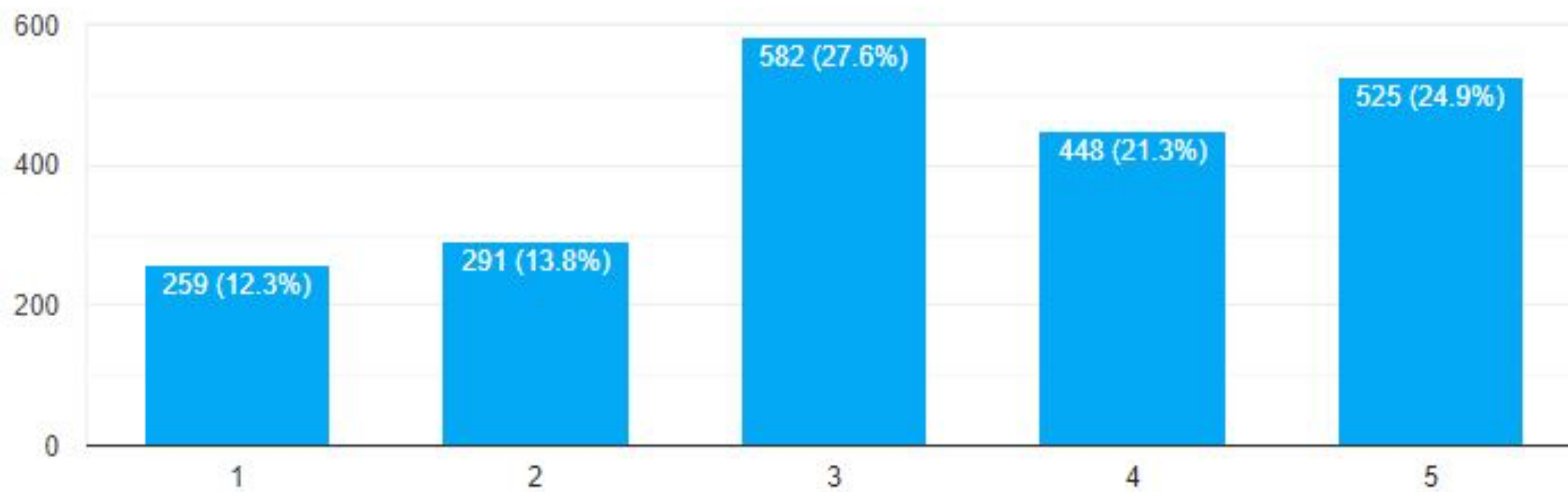
Are you able to comply with the daily health screening requirements (i.e., temperature & symptom checking) prior to reporting to work each day?

2,105 responses



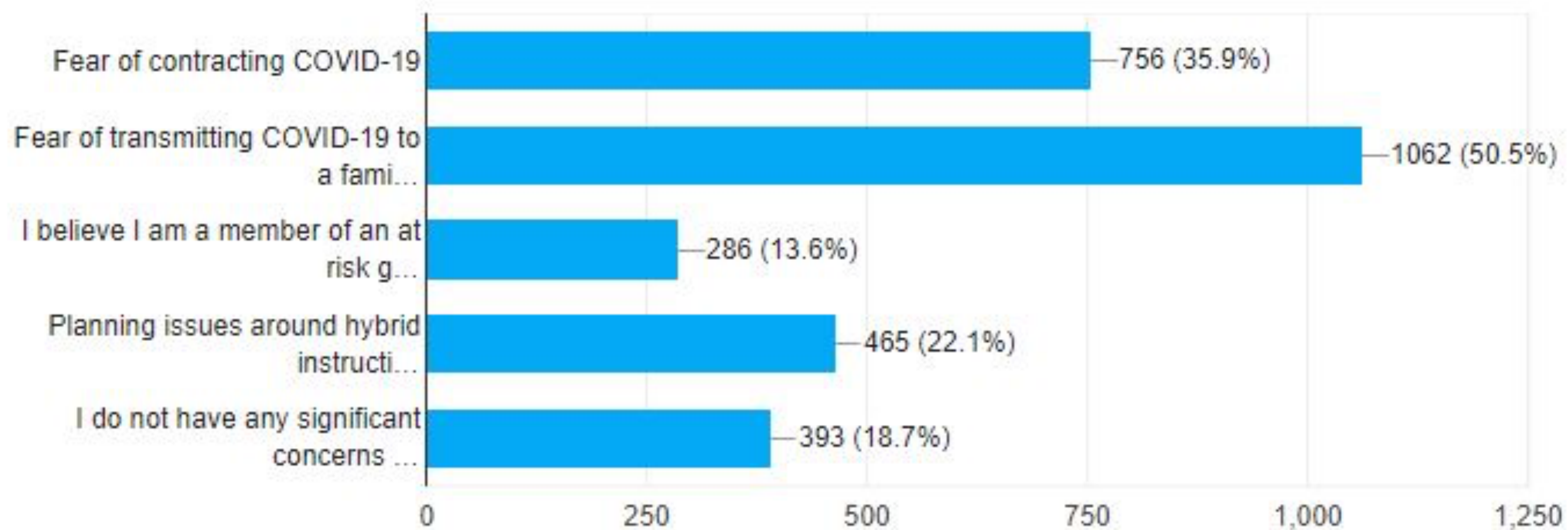
How concerned are you regarding your own personal safety as you return to work?

2,105 responses

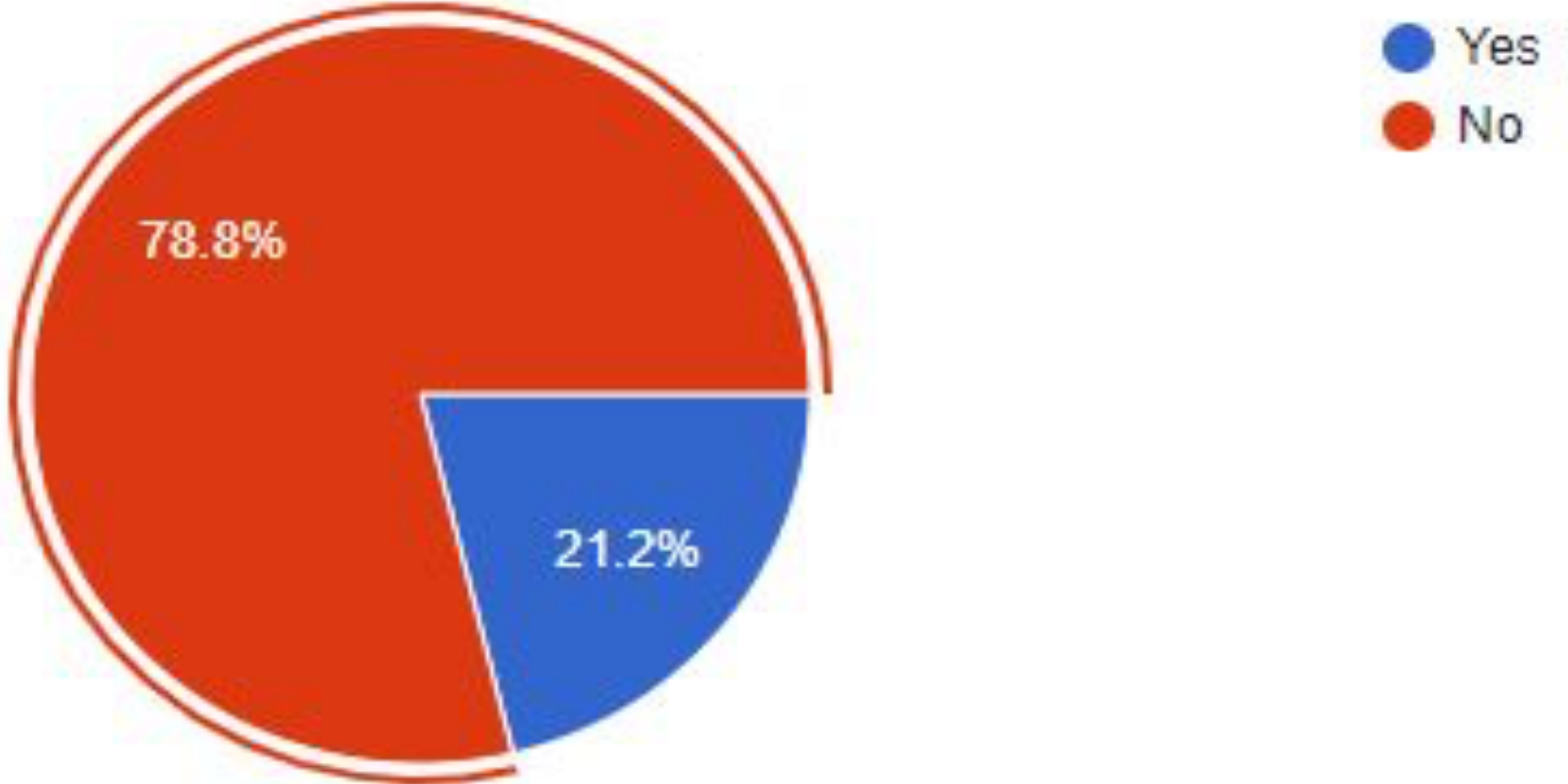


What's your number one concern about returning to work?

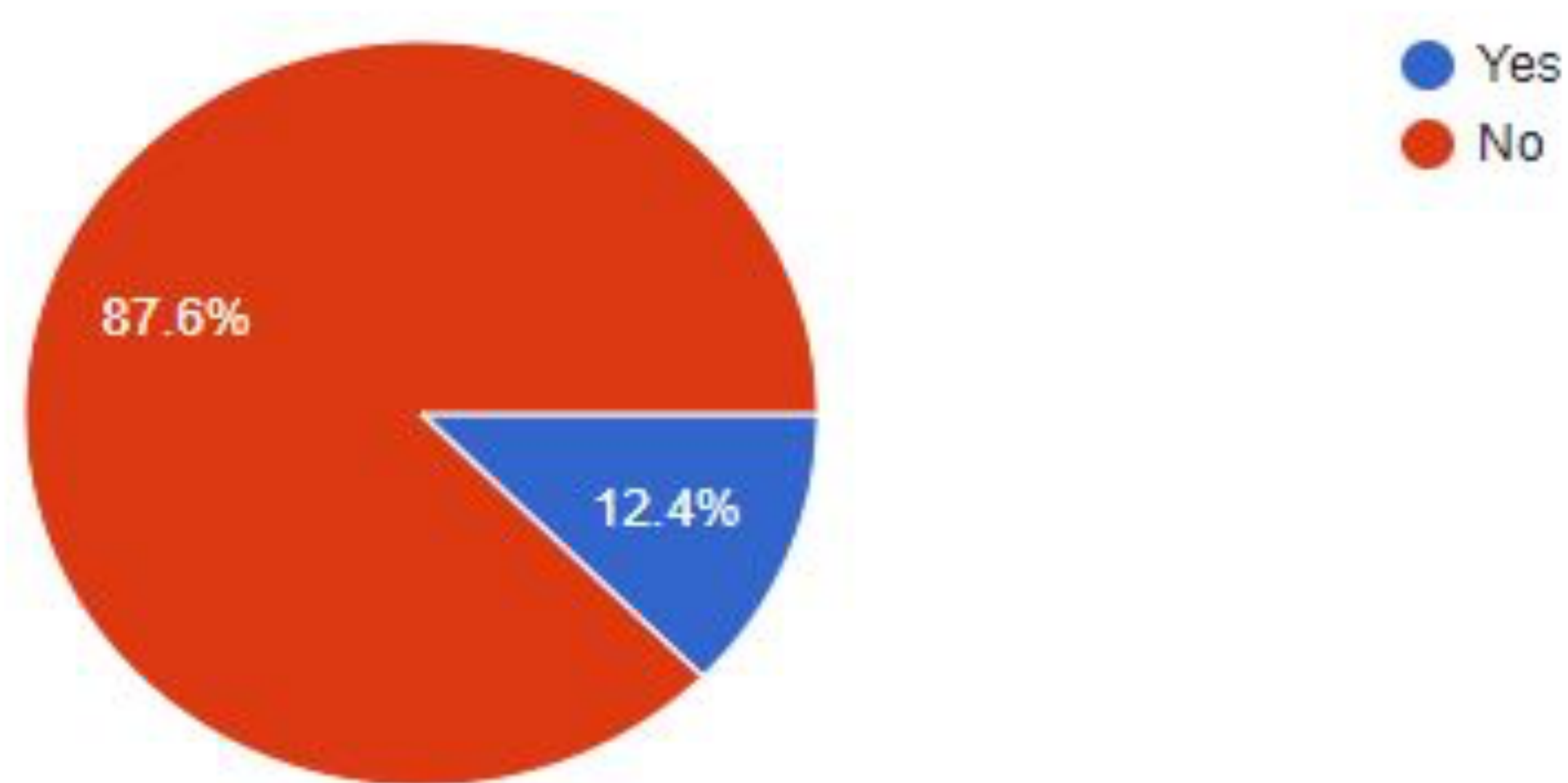
2,105 responses



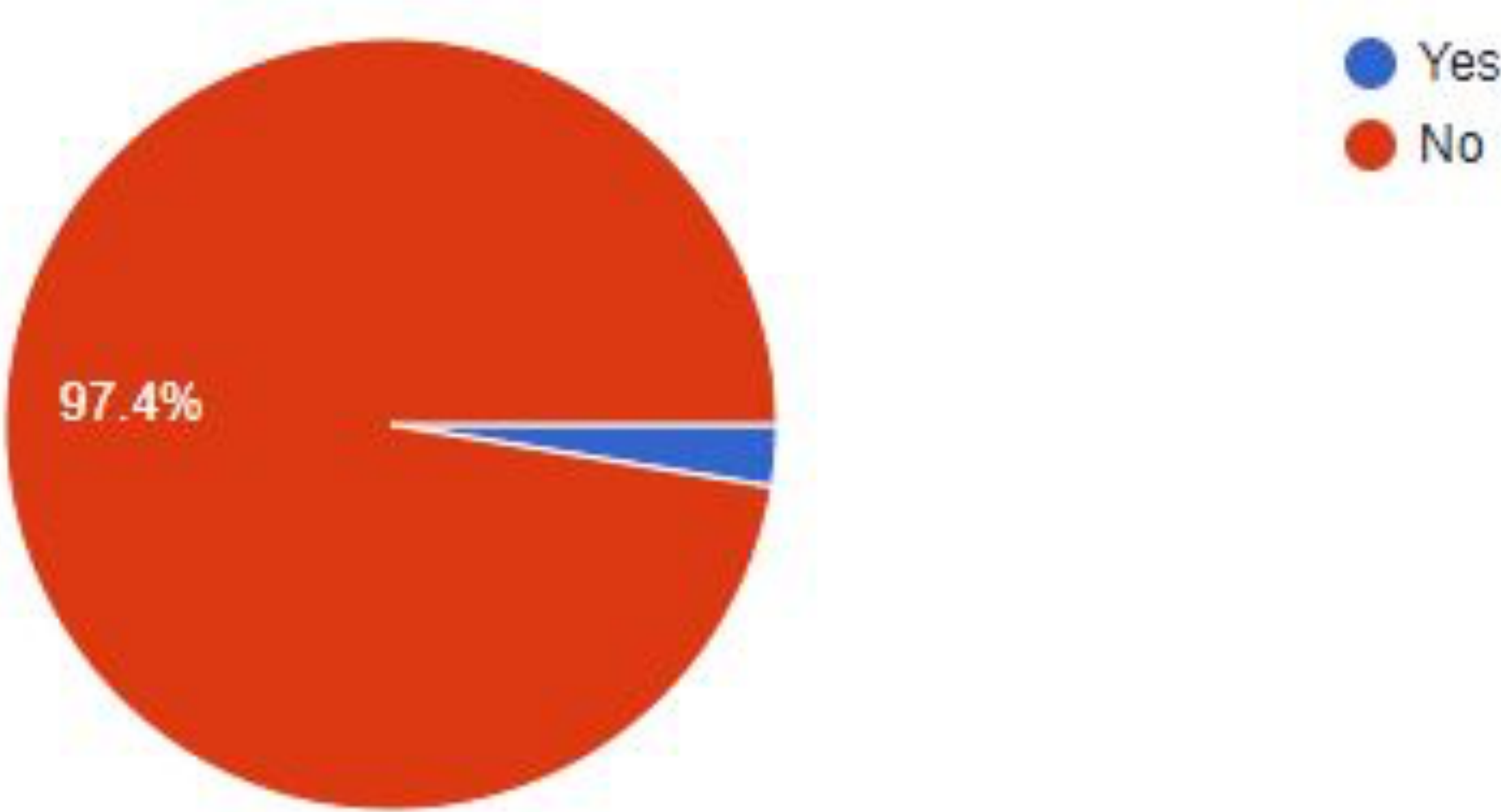
I feel I may qualify for the Emergency Paid Sick Leave Act which allows for paid sick time if an employee is unable to work due to certain reasons surrounding COVID-19.



I feel I may qualify for the Emergency Family and Medical Leave Expansion Act for up to 12 weeks at two-thirds the employee's regular rate of pay where an employee is unable to work due to child care needs.



I feel I have a disability that may qualify for reasonable workplace accommodations under the Americans with Disabilities Act.



HR Contacted Employees (over 500) Regarding the Following Survey Responses:

In situations where face coverings are required (when a 6-foot physical distance cannot be maintained), are you able to comply?

- **No**

Are you able to fulfill your contracted job responsibilities considering the changes surrounding COVID-19?

- **No**

I feel I may qualify for the Emergency Paid Sick Leave Act?

- **Yes**

I feel I may qualify for Emergency Family Medical Leave Expansion Act?

- **Yes**

I feel I may have a Disability?

- **Yes**

Results of phone calls to employees

Employees that stated they could not wear a mask

- Concerned about the length of time they would need to wear a mask
- Overwhelmingly, employees want all students to be required to wear face coverings
 - HR explained students would be required to wear a mask if they could not social distance, on bus, hallways, and common areas

Employees stating they would not be able to fulfill their contracted job responsibilities

- Mainly wanted to ask questions on how certain things were being addressed (cleaning, health concerns, child care, etc.)
- Informed employees the option to seek approval for retirement was available
- Most employees stated they would be returning- they just had concerns

Results of phone calls to employees (continued)

Employees stating they feel they may qualify for the Emergency Paid Sick Leave Act and EFMLA

- Most employees indicated “Yes” because they were afraid if they stated “No” they would not be eligible for this leave in the future
- HR ensured employees this leave would be available to them if needed prior to December 31, 2020
- HR explained to employees decisions are currently being made concerning child care options and information will be forthcoming

Employees stating they had a disability

- Emailed ADA forms to employees if needed or requested
- Most employees selected “YES” because they wanted to make us aware of a health concern

Overall Summary

Employee Concerns:

- Being able to maintain social distancing throughout the day
- Having to wear a mask all day
- Worried that students would not wear masks
- Concerned they might expose others in their homes
- Child care options
- Expressing personal health concerns