



DOVER SCHOOL DISTRICT

SAU 11

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Empowering all Learners

August 21, 2020

Greetings Dover Faculty and Staff,

The Dover School Board and Administration prefer that faculty and staff work in their assigned school locations. This will allow for a more consistent remote learning experience for both our students and our staff. It will generate a higher degree of faculty collaboration and exchange of learning among peers. Faculty and staff will have full access to instructional resources as well as supplies. Furthermore, it will allow for a higher degree of supervision, coordination and support as well as accountability for continual improvement for the virtual learning experience. While we all did our best to provide virtual learning to students this past spring, the 2020-2021 virtual experience must be a more robust learning environment to effectively serve all students. The School Board and Administration feel that this goal is best met by having the vast majority of faculty and staff work in their assigned school locations.

Nevertheless, practical realities must be considered: we recognize that for many of our staff, childcare is a concern. Schools and daycares are open to varying degrees, or in some cases closed. Some staff members are caring for ill family members or feel that they are at high risk if they contract COVID-19. It is important that we work together to create a work environment that is free of as many barriers as possible, so the Dover Schools faculty and staff can put their full focus on the services they provide our students and their families. Therefore, the District has determined that most employees may elect to work remotely to the extent necessary. For example, if your child's school or daycare is closed on Tuesdays and Thursdays, you may elect to work remotely on those days and be in the building on Mondays, Wednesdays and Fridays, or, if at this time, you do not have access to childcare. It is expected that all staff members communicate their schedule for in-person vs. remote work days with their school principal. It is expected that you will stick to that schedule so that colleagues and administrators can easily collaborate with you as necessary. It is also our hope that you will strive to make childcare arrangements as the District moves further into the school year.

Please note that remote work is not possible for every position, and it may not be sustainable as more students are phased in. If your job requires you to work with students in-person, then remote work may not be available to you while your students are in the building. Further, there are some positions that require a hands-on, in-person approach that cannot be replicated at home. If and when the School Board determines that students are to be phased-in such that your position is affected, the District will require you to return to full-time, in-person instruction in your assigned school location.

The Leadership Team has identified clear expectations for all staff members surrounding the 2020-2021 virtual learning. Those expectations will be issued next week. Once those expectations are issued, we will ask you to communicate your schedule to your building principal (fully in-person, fully remote, hybrid). The principals may accept or reject your schedule based on the educational needs of the District and the specific demands of your position. If at any point it is determined that you cannot comply with the professional expectations set forth by the District while working remotely, you will be required to come into the building.

In the physical schools, all health and safety protocols will be implemented and rigorously enforced. With the significant reduction of the number of people in the schools, the risk factors of contracting COVID-19 are further reduced. For those not able to return to the physical environment because of a qualifying condition, the District will

follow all state and federal laws regarding providing reasonable accommodations under the ADA and leaves of absence under the FMLA and Families First Coronavirus Response Act.

COVID-19 PROTOCOLS

The reopening of the Dover Schools for the 2020-2021 school year required thorough planning and detail. Due to this requirement, the Logistics and Facilities Design Team was established and began their work on the creation of the COVID-19 Protocols and Procedures Document. The Team consisted of over thirty participants who reviewed a variety of protocol documents, as well as CDC Guidelines, and the New Hampshire Department of Education Grades K-12 Back-to-School Guidance Document. Once the draft was completed, it was presented to the Dover Schools Medical Advisory Council who conducted an extensive review of the document to be presented to the Dover School Board.

The Medical Advisory Council consists of the following medical personnel: (3) pediatricians, (1) family and internal medicine physician, (1) epidemiologist, (1) AP registered nurse, (3) registered nurses, and (1) COVID-19 Public Health IMT-Incident Commander. The non-medical members are inclusive of: (1) Dover Fire Chief/Emergency Management Director, (1) assistant superintendent of student services, (3) principals, (1) school psychologist, and (1) superintendent.

At its meeting held August 17th, the School Board approved the COVID-19 Protocols and Procedures Document.

As we are all aware, information pertaining to the COVID-19 pandemic is constantly evolving. As new information is announced, the Dover Schools COVID-19 Protocols and Procedures Document will be reviewed and aligned to represent the most current information. The Medical Advisory Council will maintain an active role in the review and modification of the document.

The complete Dover Schools COVID-19 Protocols and Procedures Document can be found on our website on the Home Page, as well as under the Superintendent's Messages and the COVID-19 Updates Page. For quick access to the location, click [here](#).

It is our hope this will guide you in understanding the health and safety guidelines that are in place during the COVID-19 pandemic.

At the School Board Special Session to be held August 24th, the School Board will be reviewing and taking action to approve the C & W Services Maintenance and Cleaning Protocols to be used during the COVID-19 Pandemic.

2020-2021 SCHOOL CALENDAR

At the School Board Special Session held on August 3, the School Board approved a change in the 2020-2021 academic calendar to allow for additional professional development days in preparation for the academic year. The modified calendar is attached. Below are the initial weeks of the school calendar.

- Monday, August 31 – Teacher Workday – Professional Development
- Tuesday, September 1 – Teacher Workday – Professional Development
- Wednesday, September 2 – Teacher Workday – Professional Development
- Thursday, September 3 – Teacher Workday – Professional Development
- Friday, September 4 – Start of Labor Day Weekend – No School
- Monday, September 7 – Labor Day – No School
- Tuesday, September 8 – Teacher Workday – Professional Development
- Wednesday, September 9 – Teacher Workday – Professional Development
- Thursday, September 10 – First Student Day
- Friday, September 11 – Second Student Day