



September 28, 2020

Little Rock School District has provided the following responses to the Little Rock Education Association's communication about the alleged "unsafe workplace conditions":

1. 25% of schools report no questionnaire being consistently completed on all who enter the facility
  - a. The District expects that all individuals who enter the district/school building complete the COVID-19 Screening Questionnaire; it is not optional. Building supervisors have been instructed to ensure that all adults comply with this protocol.
2. 37% of sites report that facilities are not being properly cleaned and disinfected
  - a. The District has established a set protocol for all buildings by developing a District-wide Custodian Cleaning/Disinfection Checklist.
  - b. District administrators are constantly visiting buildings to observe instructional practices and cleaning protocols.
  - c. If any staff member or parent notices a cleaning or disinfecting issue, it should be immediately reported to the building supervisor.
3. Many employees and students are not wearing masks or wearing them improperly and/or pulling the entire mask down when speaking with another in close proximity
  - a. If a student or staff member does not comply with the mask mandate, the building supervisor should be notified so that immediate action is taken.
4. Face shields not in use at all
  - a. The use of a face shield is optional. It was provided as additional PPE.
5. Multiple classes of students are being housed in gymnasiums, media centers, and auditoriums at one time, creating social distancing and mass gathering issues.
  - a. The use of large spaces occurs when the schools have multiple staff members in quarantine or absent from the building.
  - b. Physical distancing and the wearing of masks are still required in those settings.
6. Disinfection protocol is not taking place in a routine or consistent manner.
  - a. We have addressed all concerns that were given to administration. The District has developed a District-wide Custodian Cleaning checklist with the expectation that it is followed daily.
  - b. If it is not followed, the building supervisor should be contacted.
7. Water Fountains are in use
  - a. Many campuses are using the Bottle Filling component of the water fountain; other schools who do not have bottle filling stations have developed hydration protocols for providing water to students and staff members. At some schools, this does involve the use of water fountains and disposable cups with the assistance of a personnel member.
8. Students are eating in close contact with one another.



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- a. All schools have developed protocols for physical distancing during all meal functions.
  - b. If the protocol is not being followed, the building administration should be contacted so that the issue can be addressed.
9. Classrooms are being doubled up with no social distancing.
  - a. Some classes may be combined when there are supervision needs; however, masks should always be worn in LRSD buildings at all times.
10. Thermometers are not functioning
  - a. School nurses/Principals have been approved to purchase additional thermometers; however, the use of thermometers in schools is optional.
11. Mask “breaks” in classrooms
  - a. The District does not sanction this action. The wearing of masks is mandated at all times. Principals should be notified of any individuals who fail to follow this directive.
12. Students seated together at tables with improper social distancing
  - a. Masks should be worn at all times, even when physical distancing is possible or not possible.
13. Buildings not receiving routine cleaning due to lack of staff
  - a. If the daily cleaning process is not taking place, the building supervisor should be contacted. The building supervisor will contact the District leaders for additional support when needed. This support has already occurred when the need arose.
14. Gloves not provided for cleaning
  - a. If PPE, such as gloves are needed, the request should be made to the building supervisor. To date, the District leaders have not received notification that there is a need for additional gloves.
15. Ill-fitting and soiled masks for students
  - a. All schools were provided additional masks for adults and students. If a student is in need of a new mask, the building leaders can provide a new disposable mask to the student.
16. Administrators not following “The Plan” and communicating to staff that they won’t be requiring staff to follow it either.
  - a. The building-level or district-level administration should be immediately notified if any personnel member, including another administrator, does not follow the District’s Ready for Learning Plan.
17. Pre-K classes with well over 10 students, in person.
  - a. Per the guidance from the Arkansas Department of Education, Pre-K programs throughout the state, cannot offer a virtual option; therefore, all Pre-K students must attend in-person, while following the District’s Ready for Learning Plan.
18. Educators being required to use sick leave when quarantined with symptoms
  - a. All personnel members are asked and expected to follow the District’s POC process. The District’s POC team will follow the FFCRA Leave guidelines. If there is a concern, please contact the District’s Human Resource Office.



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19. Allowing 48 hour quarantines if no symptoms instead of 10-14 days
  - a. The District follows the most current guidance from the Arkansas Department of Health; for this reason, it is imperative that all personnel members follow the established protocol in the District's Ready for Learning Plan.
20. COVID-19 Leave only allowed if POC team says must test
  - a. The District's POC team follows the most current guidance from the Department of Health.
21. Positive tests quarantine for 10 days, but probable close contact quarantined for 14 days
  - a. The District will always follow the current guidance from the Arkansas Department of Health.
22. Administrators view closing schools for cases as a competition and have made statements saying that their school is not going to close "no matter what." The idea is that being on the list of quarantines and positives is a negative reflection on the school.
  - a. The District is not aware of any situations such as the above-mentioned.
  - b. The District has been clear in the expectation that all staff members follow the established POC process. The District will address any situation that does align with the established protocol.
23. Administrators have now been told that the school will be responsible for deciding whether to report virtual student cases.
  - a. This statement/assumption is incorrect. The District follows the same POC process with all student cases.
  - b. The District does expect parents to share the information with the POC, as outlined in the District's Ready for Learning Plan.
24. Students in quarantined schools being allowed to transfer and attend another school while still under quarantine orders.
  - a. The District is aware of 1 incident; this incident has been addressed. All schools and offices are expected to follow the Quarantine Process that is outlined in the District's Ready for Learning Plan.
25. District POC team will no longer be the initial contact for positives and quarantines - will now be done at school level. This will dilute and Diminish the numbers.
  - a. The District's POC team continues to lead and facilitate the POC process; school nurses have been requested to assist with the process.
26. Students are being allowed to transition to in-person from virtual option resulting in a lack of social distancing in classrooms.
  - a. We will continue to follow the Change in Learning Environment process that is outlined in the District's Ready for Learning Plan.
  - b. The District has addressed situations when this process has not been followed and has reiterated to all building leaders the importance of following the established Ready for Learning Plan.
27. Staff Members with compromised immune systems are being required to report and teach in person in the same building in which they work as an ADA accommodation.



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- a. The District formed a team that includes a school-level representative to review all requests.
  - b. The team has approved accommodation requests by providing an alternative location that is easily accessible to an exterior door within current school buildings.
28. No ventilation upgrades to new filters. No air purifiers provided at all.
- a. The District Maintenance team continues to address any building concerns as they arise.
29. District offices are still closed to the public. No visitors allowed.
- a. According to the LRSD Ready for Learning Plan, all buildings throughout the District are closed to visitors. This was established prior to the beginning of the school year, and it has continued to date.