

BAKERSFIELD CITY SCHOOL DISTRICT



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TO: All BCSD Staff
FROM: Doc Ervin, Superintendent
DATE: 2/16/2021
SUBJECT: All Staff Return to Work Date Schedule

M E M O R A N D U M

Throughout the COVID-19 pandemic BCSD Administration has prioritized the health and safety of our students and staff. As we continue our efforts to welcome students back to campus, **please know the District will only resume in-person instruction if it is safe to do so.** We also continue our commitment to ensure timely and ongoing communication to our staff. Please use the information below for planning purposes, recognizing that our students have been out of school for nearly an entire year. The Bakersfield City School District is immensely thankful for the dedication and commitment of its employees during the COVID-19 pandemic.

At the end of last week, the state offered school districts the opportunity to return to October 2020 guidance, which allows BCSD to declare schools open. In order to be permitted to reopen, the District must go through a Safety Review from the California Department of Public Health. If approved, schools may open in the “purple tier” if local case rates fall below 25 cases per 100,000 for five consecutive days. Kern County Department of Public Health reported an adjusted case rate of 26.8 for the past seven days, suggesting improvement and decline in the future. As the District anticipates an improvement in county health per local guidance, our goal is to further develop our Return to School Plan so we can effectively and smoothly transition our staff and students back into the classroom. As we continue to work towards the reopening of schools, all staff must prepare to return to their worksite according to the schedule below:

- **Wednesday, March 10, 2021 - All self-contained special education staff return to worksite**
- **Monday, March 15, 2021 - In-person instruction begins - self-contained special education***
- **Wednesday, March 17, 2021 - All PK-2 staff return to worksite**
- **Monday, March 22, 2021 - In-person instruction begins - grades PK-2***
- **Friday, March 19, 2021 - All 3-6 staff return to worksite**
- **Wednesday, March 24, 2021 - In-person instruction begins - grades 3-6***
- **Grades 7-8 are unable to open until the county moves into “Red” Tier. Students will continue to participate in distance learning.**

****BCSD will only return to in-person instruction if the county case rate allows.***

BCSD will continue to monitor local health updates, including the COVID-19 positive case rate, and will act accordingly. The case rate must be below 25 per 100,000 per state guidelines. BCSD is dedicated to ensuring the health and safety of our staff, students, and families.

The District continues work to secure and administer the COVID-19 vaccine for eligible staff who are interested in the vaccination. We continue to work with the Kern County Department of Public Health to prioritize all educators, but at this time healthcare workers who are providing in-person services or assessments and employees who are 65+ years of age are the only District employees eligible in Kern County. For additional information, please review the [letter regarding District efforts related to the COVID-19 vaccine shared February 10, 2021.](#)

Employees are expected to report to their worksite daily from the dates listed above going forward. If BCSD must delay the return to in-person instruction, employees are expected to continue to follow the return to worksite dates listed above. Employees unable to return to work due to COVID-19 related concerns should contact the Human Resources Department for assistance. If you are exposed to COVID-19, are positive for COVID-19, and/or are experiencing symptoms of COVID-19, please also continue to report your circumstances to the District's CARE (COVID-19 Action, Response, and Enforcement) Team at CARETeam@bcsd.com, (661) 631-3234 or internal extension 87199, as soon as possible.

BCSD continues to lead with health and safety at the forefront of every decision. As we progress in our Return to School Plan, we must continue our focused efforts to follow established workplace requirements. We share the following as a reminder of our BCSD health and safety protocols and procedures for all staff. We expect full adherence to the following protocols and procedures:

Physical Distancing

- BCSD now requires all employees to wear a mask at all times while at any BCSD facility unless:
 - The employee is working in a room or office alone.
 - The employee is actively eating or drinking and remains at least six feet away from others.
 - The employee is conducting work outdoors as part of their regularly assigned job duties and remains at least six feet away from others.
- Staff must follow physical distancing guidelines at all times, including while in the hallway, on break, eating lunch, and in the parking lot.
- Phone, Email, and Zoom should be used to facilitate communications and work.
- Staff should not meet for any gatherings while at any BCSD facility if a minimum of six feet of physical distancing is not ensured. Masks must be worn.
- Interdistrict mail should be utilized to gather necessary signatures and approval.
- Management will address staff not adhering to physical distancing guidelines.

Daily Self Evaluation & Temperature Checks

- All BCSD Employees are expected to conduct a daily self-screening using the BCSD Employee Daily Self-Assessment Review checklist prior to reporting to work.
- Staff are expected to participate in temperature checks when entering any BCSD facility.
- While waiting for a temperature check, staff should politely form a line while wearing a face covering and observing physical distancing requirements.
- If a staff member's normal temperature exceeds 99.5 °F or above, the staff member will be asked to move into a waiting area and wait five minutes to be rechecked. If the recheck temperature is 100.4 °F or higher, the staff member will be sent home and instructed to call their supervisor. Temperature measurements do not need to be logged.

Signage

- Signages posted across all BCSD facilities must be followed.
- Occupancy limits must be followed.
- Breakroom and restroom occupancy limits must be followed.
- Traffic flow signage must be followed.
- Management will address staff not adhering to posted signage/health and safety protocols.

In closing, we hope this communication clarifies any misinformation that may have been shared over social media. BCSD strives to communicate directly with employees to engage in positive and meaningful on-going communication. We are incredibly proud of our staff for their resilience and steadfast approach to the challenges of this crisis. Thank you for your unwavering dedication and passion to complete the work of the District so that we may continue to educate and support our students.