

Hollister School District

COVID-19 District Update since January 10, 2022

January 25, 2022
Regular Board Meeting



This document is based on regulations from local, state and the CDC, when these agencies update guidance, HSD updates the COVID-19 protocols, as applicable.

STAFF DATA

Monday, January 17, 2022	Total Absences: 87 Filled, no sub needed = 10 Filled with sub = 40 Unfilled = 37	5 Classrooms uncovered
Tuesday, January 18, 2022	Total Absences = 106 Filled, no sub needed = 11 Filled with sub = 42 Unfilled = 53	7 Classrooms uncovered
Wednesday, January 19, 2022	Total Absences = 114 Filled, no sub needed = 15 Filled with sub = 40 Unfilled = 59	15 Classrooms uncovered
Thursday, January 20, 2022	Total Absences = 103 Filled, no sub needed = 18 Filled with sub = 40 Unfilled = 45	9 Classrooms uncovered
Friday, January 21, 2022	Total Absences = 133 Filled, no sub needed = 25 Filled with sub = 41 Unfilled = 67	20 Classrooms uncovered

Monday, January 24, 2022	Total Absences: 111 Filled, no sub needed = 14 Filled with sub = 42 Unfilled = 55	6 Classrooms uncovered
Tuesday, January 25, 2022	Total Absences = 87 Filled, no sub needed = 10 Filled with sub = 40 Unfilled = 37	5 Classrooms uncovered

ATTENDANCE DATA

Student attendance is reported by *Average Daily Attendance (ADA)*.

Average Student Daily Attendance for 1/7/2022 = **83.4%**

HDLA = 81.88%

LL = 85.52%

SS = 79.97%

CV = 86.54%

RSS = 88.04%

AAA = 90.59%

RO Hardin = 84.65%

RSJ = 88.01%

MZ = 84.08%

CAL = 80.57%

Average Student Daily Attendance for 1/25/2022 = **63%**

HDLA = 57%

LL = 43%

SS = 72%

CV = 74%

RSS = 77%

AAA = 83%

RO Hardin = 62%

RSJ = 44%

MZ = 42%

CAL = 77%

WHAT IS HSD DOING NOW?



File a [J-13](#) request to the state, wait for approval, if a school site is short of staff.

This is not meant to directly address COVID.

A District is required to demonstrate that all efforts to acquire staff to backfill vacancies have been exhausted.

Update: January 25, 2022
A J-13 is still not an option for HSD as we have not exhausted all staffing options.

PROS

*Gives an option to district if a site is out of staff.

*The time needed for approval will allow the district to plan and communicate to families and negotiate any impacts or changes to working conditions for staff.

CONS

*State must provide approval.

*Days missed will need to be added to the end of the school year, staff and families may experience an inconvenience if pre-planned vacations are secured.

*Will require a negotiated agreement for impacts of changes to working conditions. This may create a hardship or stress for our staff.

*Our District may increase deficit spending if District offers extra compensation for the impacts of a J-13 agreement with labor groups.

Promote **short term independent study contracts**. Families have the opportunity to sign a contract to opt in to short term independent study contract. The student will have independent work to complete at home. Work must be attempted and graded for attempt in order for the student to receive credit.

Short-term independent study has been an option all year. It is typically recommended for all students out for COVID quarantine. This is a recognized option by the State of California.

Update: We have had an increase in IS contracts. This has produced a workload issue for both certificated and classified staff.

PROS

*Gives a temporary option to families who would like their child to learn at home independently.

*The student remains on their teacher's roster.

CONS

*Students will miss out on live instruction, interventions, and interactions with their peers.

*Students will not access free daily nutritious breakfast or lunch

*It is not meant to be a school-wide or a district-wide program, nor is it meant to take the place of distance learning as per state guidelines.

*An increase in the number of independent study contracts may create a greater workload for teaching staff.

*If student does not return attempted work, the student will not receive credit for the days missed.

Revise the academic student calendar and the certificated work calendar.

Ex: February recess and Spring Break moved in exchange for a student and staff recess in January.

Move February 22, 23, 24, 25 and alter the January student calendar.

Move Spring Break, April 11, 12, 13, 14, and 15 to alter the January student calendar.

Move March 14 to another month

Move the June 9th, staff work day to another month.

Option not utilized.

PROS

*May allow for a temporary reprieve from in-person instruction.

CONS

*This process must undergo negotiations with labor partners.

*Unknown hardship or inconvenience to staff that have planned out their school year: vacation changes, reservation changes, lost deposits.

*Due to potential changes, some spring months may be without vacation time (ex: February, March).

*May impact instructional program, specific pacing calendars, teacher lesson plans and units.

*Will interfere with academic testing windows.

Allow for minimal operations to take place at central district office. Instruct Superintendent to assign ALL staff to school sites on a daily basis to help cover school staff absences.

Update:IT, Facilities and Maintenance, Special Education, Business Services, Student Services, Educational Services, Student Nutrition, Assistant Superintendent and Superintendent have all supported sites.

PROS

*Will provide immediate adult coverage.

*Classified and administrators present at the central district office that may fill vacancies.

CONS

*This process must undergo negotiations with classified labor group.

*Unknown hardship or inconvenience to staff that are asked to fill vacancies at site.

*Unknown impact to workload for district office staff.

Instruct Superintendent to assign non classroom certificated staff at school sites to help cover vacancies (intervention teachers, pe teachers, school psychologists, school counselors)

Update: non classroom certificated staff have assisted in covering vacancies as other certificated staff have as well.

PROS

*Will provide immediate adult coverage.

*These staff members are already familiar with the students and culture at their sites.

CONS

*This process must undergo negotiations with certificated labor group.

*Unknown hardship or inconvenience to staff that are asked to fill vacancies at site.

*Unknown impact to workload for assigned staff.

Board approval of CBEST waiver for new substitutes. The CBEST is a basic skills test and has been a requirement in our District.

AR 4121 indicates that the Board of Trustees may vote on a waiver that will allow the District hire subs prior to to passing the CBEST.

Update: We have hired 22 subs. Our community has supported this effort. Site administrators have sent out messages to their school communities, the now hiring message has been posted online and on social media.

PROS

*Will provide immediate adult coverage.

*These staff members are already familiar with the students and culture at their sites.

CONS

*May cause for not non-highly qualified substitutes to be in the classroom.

Implement mitigation strategies not previously implemented or reimplement mitigation strategies:

1. Offer school site(s) for COVID testing site, again.
2. Offer school site(s) for COVID vaccination site(s).

Update: sites offered. So far we have not found an organization that can provide free COVID testing or vaccinations.

3. Distribute COVID rapid tests as provided by local agencies.

Update: we have distributed all COVID rapid tests to our sites.

PROS

*Will benefit HSD community.

*Will allow for resources to be within proximity to students and staff.

CONS

*These examples are dependent on other agencies having the resources.

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Staffing:

Next steps for Board direction:

1. Bargain impacts of COVID-19 with labor partners, CSEA and HESTA
2. Continue to offer District Office support to sites
3. Continue to hire substitutes with relaxed requirements
4. COVID sick leave extension announcement on 1/25/2022
5. Continue to recommend to staff that the whole child be kept in mind- mental wellness.
6. Support staff during the influx of short term independent study contracts

Families:

Next steps for Board direction:

1. Notify families of KN95 student mask distribution.
2. Continue to notify families of exposure(s).
3. Continue to support families, in classroom learning, long term independent study- RISE and short term independent study contracts.
4. Social Emotional Team has produced family support / educational videos on SE topics (ex: anxiety, grief)

Students:

Next steps for Board direction:

1. Continue to provide a safe learning environment for all students
2. Continue to provide social emotional supports for all students
3. Allow schools to take an approach of keeping the whole child in mind.
4. Continue to provide nutritious meals and snacks for students.
5. Continue to provide structured classroom time.

Thank you for helping to make this year a special one for your student!

Many thanks to all our Hollister School District staff for their care and dedication to the children of Hollister!