

**SUBJECT: COVID-19 WORKPLACE AND STUDENT LEARNING ENVIRONMENT
ACCOMMODATIONS**

The Board recognizes the serious health concerns presented by the COVID-19 Pandemic for all persons in the school community. Accommodations for student and employees who are at risk for severe COVID-19 illness shall be made, to the extent practicable, through means such as: additional personal protective equipment (PPE), modified PPE (e.g. masks with transparent parts), increased social distancing, a modified work setting for employees, a modified educational setting for employees and students (e.g. more space, partitions and barriers, fewer persons present), and/or modified work schedules for employees to reduce contact situations.

Certain special education students and students who are medically fragile shall be entitled to remote instruction if the instructional program otherwise calls for in-school presence or a hybrid instructional model.

Employees who present with underlying medical conditions that warrant a need not to be present in school buildings may be assigned to telework where the essential functions of their assignments do not require an in-school presence and they are capable of performing the essential functions of their jobs remotely from their homes.

All accommodations shall be determined through an interactive process that may involve consultation with medical professionals and the state and/or local county Department of Health officials. For students with disabilities recognized under the IDEA or Title II ADA/§504 of the Rehabilitation Act of 1973, the accommodation process shall be conducted through the Committee on Special Education or §504 Team, respectively.

Those employees and students who present as being uncomfortable in the school environment due to the COVID-19 Pandemic, but who are not at an increased risk of a severe COVID-19 illness related outcome, shall be advised about the efforts undertaken to make the school environment safe in accordance with applicable New York State Department of Health and New York State Department of Education Guidelines.

Adopted: September 1, 2020