



Health & Safety Plan

(updated 15 July 2020)

(Note: The following is subject to changes and modifications due to new information and government issued guidelines at any time).

Please direct all questions related to this plan to knecht.l@icsnazleton.org

The following plan assumes that by August 31, 2020, the Commonwealth of Pennsylvania will be well-along in reopening and successfully experiencing a significant reduction in the advancement of COVID-19. Should that not be the case, we are developing two contingency plans; one in which we encourage as many parents as possible to keep their children at home in order to accommodate greater levels of physical distancing in the classroom (i.e., Plan B), and the other is to only offer remote instruction (i.e., Plan C).

The Health and Safety Plan is based on a "Healthy Only" framework for reopening the Hemlock St campus in Green Phase only, under either Instructional Protocol A (Traditional School with all students) or Instructional Protocol B (Hybrid with half of the students in the building at any one time). This framework requires parents and employees to ensure that **only healthy individuals are entering the campus**. To support and enforce this approach, parents will be required to sign a legally-binding waiver of liability and health screening agreement.* A "Healthy Only" framework provides the greatest level of "normalcy" but depends on students and employees to remain at home if they display any flu-like symptoms or have been in contact with others who are symptomatic. Violators may lose their privilege to return to campus for the duration of the pandemic.

The school facilities will receive increased levels of cleaning and sanitizing, as well as increased containment of groupings of students for the purposes of contact tracing, which may be required at any time during the school year. However, the disruption to typical classroom routines will be minimized to the greatest extent possible in order to support student and staff socio-emotional health, as well as best-practices of instruction.

Parents will have the opportunity to continue remote instruction for their children. Thus, a parent may elect to begin the school year at home via remote instruction, monitor the status of the pandemic and the health and safety of the school, and make a determination (in coordination with the division office) as to when their child would return to campus-based learning.

Immanuel Christian School Pandemic Coordinator and Response Team:

Lisa Knecht Coordinator

Susan Selby, CEO Planning and Response Team

Glen Cathers, Principal Planning and Response Team

Kelly Knowlden, Chancellor Planning Team

Amanda Miller, Marketing and Communications Response Team

Crystal Mayernick, Administrative Assistant Response Team

Peter DeMarco, Facilities Manager Planning and Response Team

Materials, Resources and Supports Needed to Implement Plan: Immanuel Christian School has applied for a School Safety Grant to secure additional cleaning and sanitizing supplies, masks, gloves and equipment needed to implement the plan. All supplies and equipment meet or exceed CDC requirements for COVID-19. Staff and potential substitutes will be

trained in proper protocols in a mandatory mid-August inservice. Pandemic Response Team members will receive additional guidelines and training materials directly related to their responsibilities. Signs promoting good hygiene, including frequent hand washing, will be posted throughout the building. Floor stickers will be utilized to encourage proper physical distancing. Face coverings will be provided and their use encouraged.

Reminders will be posted throughout the building encouraging a culture of health and hygiene. Teachers will make good hygiene a part of their regular daily routines. ICS will utilize qualified individuals to provide counseling, emotional and

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spiritual support in the event of the untimely death or severe illness of a member of our school, staff or family member of either. The school uses all of the following to communicate pertinent information: email, Remind texts, newsletter, phone calls, local news. The detailed plan is outlined below.

This plan was approved by the school administration on 7/15/20
This plan was reviewed and accepted by Community Shareholders on 7/15/20

Community Shareholder Names

Mayor Jeff Cusat and Hazleton City Council
Mary Malone, President, Hazleton Chamber of Commerce
State Representative Tarah Toohil

Plan Item	Protocols
Athletics	<ul style="list-style-type: none">● We will comply with all guidelines provided by the PA Department of Health and Human Services and Department of Education.● If interscholastic sports are not permitted, Immanuel Christian School will explore the development of a robust intramural program.● It is strongly recommended that athletes, coaches, staff, and participants wear a cloth face covering when not actively engaged in physical activity or when they may be near other people (i.e., less than 6 ft.).● Pre-Work Screening:<ul style="list-style-type: none">○ All coaches and students must be screened for signs/symptoms of COVID-19 prior to each workout. Screening includes a temperature check.○ Responses to screening questions for each person must be recorded and stored so that there is a record of everyone present in case a student develops COVID-19.○ Any person with positive symptoms reported will not be allowed to take part in workouts and must immediately contact his/her primary care provider or other appropriate health care professional.○ Students with positive symptoms must stay home at least 24 hours and will be able to return to school once there is no fever <u>without the use of fever-reducing medicines</u> and they have felt well for 24 hours.○ Athletes will need to follow Health Screening Guidelines below● There must be no shared athletic equipment (towels, clothing, shoes, or sports-specific equipment) between students.● Students must wear their own appropriate workout clothing (do not share clothing).● Individual clothing/towels must be washed and cleaned after every workout/game.● All athletic equipment including balls must be cleaned after each use and prior to the next workout/game.● Individual drills requiring the use of athletic equipment are permissible,

	but the equipment must be cleaned prior to use by the next individual.
Lunch Room	<ul style="list-style-type: none"> • We will discontinue the use of any self-service food or beverage distribution (i.e. Pizza delivery for special Fridays). <ul style="list-style-type: none"> ◦ Meals, snacks & beverages must be commercially pre-packaged and served directly to the student. • Classes will either eat in their classrooms, or will split time between eating in the cafeteria and classrooms to accommodate physical distancing. • Students are not permitted to share any food.
Classrooms & Facilities	<ul style="list-style-type: none"> • All classrooms will be equipped with hand sanitizer, disinfectant spray, wipes, and paper towels. • Common areas including the cafeteria/study hall will be cleaned & sanitized by staff throughout the day. • Evening janitorial staff will be responsible for cleaning and disinfecting the entire facility. • Classroom doors, as well as non-fire hallway doors, will be kept open as much as possible to allow ventilation and airflow. • Students may only touch or handle their own learning materials (e.g., textbooks, pens). Students may not touch or use another students' items. • Per the PA State Order for Face Coverings, students will wear masks in school. Please see page 5 of this plan, under the Masks category, for more information related to the classroom.
Guests, Parents, & Visitors	<ul style="list-style-type: none"> • Volunteers will wear masks or face shields. • All family members who enter school are required to complete a health screening form. • All guests, parents, and visitors will be required to wear a mask or face shield. Visiting should only be for absolute necessities and with prescheduled appointments. • Grade 1-12 parents are not permitted to enter the building during drop-off or pick-up. Parents may drop off items outside. • Kindergarten parents, wearing masks or face shields, will be permitted to accompany their child to their classroom during the first week of school (or longer as emotionally required).
Health Screening at School, Waiver of Liability, and Home Health Screening Agreement <i>This section will likely be updated after we see HASD Health & Safety Plan, as their nursing staff</i>	<ul style="list-style-type: none"> • Temperatures of all persons (e.g., students, employees, parents) will be checked prior to entering the school and logged. • Parents and employees must complete a Waiver of Liability and Health Screening Agreement at the beginning of the school year with required signatures and notarization releasing Immanuel Christian School of any liability in regards to COVID-19 and agreeing to only permit non-symptomatic persons to enter the school (see below).* • Any person who has traveled out of the country or to a COVID-19 "hot spot" will be required to self-quarantine for no less than 14 days in

<p><i>are responsible for our students. We have chosen 99.9 for fever, currently but we are awaiting additional information from HASD.</i></p> <p>NOTE: Yale (99.9) - https://www.google.com/url?q=https://yalehealth.yale.edu/covid-19-monitor-your-health&sa=D&ust=1594299193087000&usg=AFQjCnFD8XoDS5pqzjQbQ_TAGSAdizInLgQ CDC (100.4) - https://www.cdc.gov/coronavirus/2019-ncov/downloads/COVID-19_CAREKit_ENG.pdf?fbclid=IwAR2UYIYJXN-hAd16AwMa0LY3rUs_K9xirbnLn126_YqB9hbWHEWpKSkoolc</p>	<p>Pennsylvania with no symptoms appearing prior to returning to school.</p> <ul style="list-style-type: none"> ● Any student that exhibits a fever of 99.9+ will be held in the isolated sick room and parents will be notified to pick up their child. ● Any employee that exhibits a fever of 99.9+ will be directed to leave school immediately. ● If a student/staff presents any possible COVID-19 symptoms, the nurse will complete the assessment and student/staff will be sent home. ● Students and staff must stay home for at least 24 hours and will be able to return to school once there is no fever <u>without the use of fever-reducing medicines</u> and they have felt well for 24 hours. ● If a student or staff member is absent for more than 24 hours, a doctor's note will be needed in order to return to school. ● If a student or staff member tests positive for COVID-19 to be allowed to return to campus they must be able to answer YES to the following questions: <ul style="list-style-type: none"> ○ Has it been at least 10 days since symptoms first appeared? ○ Has it been at least 3 days since recovery, defined as resolution of fever (without using fever-reducing medicine)? ○ Has it been at least 3 days since recovery, including improvement in respiratory symptoms (cough and/or shortness of breath)? ○ Has the individual had a negative COVID19 test following a positive test? ● Absences due to Health Screening restrictions will not be counted as school day absences. <p>Source - CDC Return to Work: https://www.google.com/url?q=https://www.cdc.gov/coronavirus/2019-ncov/hcp/return-to-work.htm&sa=D&ust=1594142976021000&usg=AFQjCNGnkb4bvRHx1EN5uMNCvDcpQaWx3g</p>
<p>Instructional Flexibility</p>	<p>Closure:</p> <ul style="list-style-type: none"> ● If a case of COVID-19 appears on the campus Immanuel Christian School will close for 2-5 days to conduct a school-wide deep cleaning and provide remote online instruction during those days. ● Protocols and practices to ensure a high level of engagement in learning will be in place to support remote learning. <p>Software:</p> <ul style="list-style-type: none"> ● In order to ensure a smooth transition at any time in the future that the school may need to shift from campus-based to remote instruction, all teachers will be proficient in the use of the following online tools for posting assignments and communications regarding assignments: <ul style="list-style-type: none"> ○ K-3: Google Classroom and Seesaw; also MobyMax ○ 4-12: Google Classroom and Northstar Academy Online; also MobyMax for grades 4 - 8 <p>Computers:</p>

	<ul style="list-style-type: none"> • In elementary school, we are increasing the number of computer carts available for use by teachers, along with a protocol for continual surface cleaning. • In the case of toggling, Chromebooks will be made available to all students in need. • For the Middle and High School students, we are going to a one-to-one program in which every student will utilize a Chromebook or a PC laptop. (Parents are encouraged to purchase a PC laptop or a Chromebook for each of their children. Chromebooks will also be available to sign-out at no cost as loaners for the duration of the pandemic). • Shared equipment will be maintained with a protocol of surface cleaning between every use with a 70% alcohol solution.
Lost and Found	<ul style="list-style-type: none"> • It will be very important for all school items, including jackets and other items of clothing, to be labeled with the first and last name of the student. • All lost items will be secured in the Nurse's office where the items will be sanitized and held for only one week. • After one week, items will be donated to the Immanuel Christian School Thrift Store.
Masks https://www.education.pa.gov/Schools/safeschools/emergencyplanning/COVID-19/Waivers/MaskWearing/Pages/default.aspx?fbclid=IwAR37Xnq246DKpWSSD_a8p_SWXTX3baw0ynBB6nGAUNo7vmp8be7VpZz07uQ	<p>We acknowledge the benefits of utilizing masks and face shields to prevent the spread of disease.</p> <ul style="list-style-type: none"> • Employees will wear masks, face shields, or both, at all times. • Students will wear masks during times of transition from one location to another when physical distancing is not able to be maintained (e.g., moving from classroom to classroom, arrival, and dismissal). <i>Face shields will be taken into consideration but are not necessarily a replacement for masks.</i> • The wearing of masks by students in the classroom will be teacher discretion based on the classroom dynamics and situation. For example, students may or may not be required to wear masks when seated at their desks which are physically distanced. Students <u>will</u> wear masks if physical distance has decreased (i.e., lining up at the door, before entering the hallway, sitting in a circle for story time, even if spaced apart, etc.). • Appropriate, safe, physically distanced breaks will be given for students to not wear a mask. Examples could include: time outside; students sitting at desks, 6ft apart, etc.
Personal Items	<ul style="list-style-type: none"> • No personal items may be shared (e.g., backpacks, clothing). • Learning materials may be shared only once disinfected (e.g., textbooks, tablets). • All personal items (including textbooks) must be labeled with the student's name (e.g., water bottles, notebooks, backpacks).
Physical Distancing & Minimizing Exposure	<p>Drop Off / Dismissal</p> <p>Morning and afternoon procedures are being reviewed to limit the number of</p>

	<p>interactions and maintain distancing, including parents remaining in their vehicles during these busy windows unless there is a pre-arranged appointment with faculty and/or staff.</p> <p>During drop off, students will report directly to the classroom:</p> <ul style="list-style-type: none">• Before entering the classroom students will wash/sanitize their hands.• Students will be instructed not to share items with their classmates. <p>P.E. & Recess:</p> <ul style="list-style-type: none">• Only one class at a time will have recess, outside or in the recess room.• Contact sports will not be permitted during PE classes or recess; relay races and some of the Immanuel Christian School traditional recess games will work well for the current situation because social distancing is easy to achieve with these games (Red Light, Green Light, Monarch, Kickball, Dodge Ball, etc.)• Recreational and sports equipment will be regularly cleaned and sanitized. <p>Facilities:</p> <ul style="list-style-type: none">• Posters will be displayed throughout the school (classrooms, hallways, bathrooms, welcome center, administrative offices) for students and staff:<ul style="list-style-type: none">○ Stay 6' apart when possible○ Proper and frequent handwashing○ How to stop the spread of germs• Fire drills and lockdown drills will be modified to maintain physical distancing to the greatest extent possible, while staying safe and getting students out of the building quickly.• Chapel services will be modified to ensure physical distancing.
Transportation	<ul style="list-style-type: none">• Public school districts and bus transportation companies and van services are responsible for cleaning and sanitizing the vehicles they use to transport Immanuel Christian School students.• Hand sanitizer will be provided and used by each student prior to boarding the vehicles on the way home.
Water	<ul style="list-style-type: none">• Water fountains will not be operational; students may bring their own water bottle to school, labeled with their name, and they may use bottle-filling stations which will be sanitized periodically.• Disposable water bottles will also be provided and the student's financial account will be charged accordingly.

WAIVER OF LIABILITY & HEALTH SCREENING AGREEMENT

Immanuel Christian School is hereby providing notice to me that it intends to reopen its school program on August 31, 2020. I/we understand that Immanuel Christian School cannot protect my child/student and/or me from risks, which may be encountered as a result of my child attending the school and/or participating in any school-sponsored program.

I/we realize there are natural, mechanical, and environmental conditions and hazards which independently or in combination with any activities engaged in while participating in this program may result in the exposure to certain risks including exposure to coronavirus (COVID-19), or other biological agents, virus or similar bacteriological agent, and the risk of being quarantined, or illness that may result in medical care, hospitalization or death.

I/we hereby state that I, on behalf of my child/student and myself, am an adult, over the age of 18, and legally competent to sign this form. I/we understand these inherent risks and dangers involved with participation in the school providing its educational and school programs and acknowledge the existence of risks which are not obvious or predictable, and hereby intend this release to extend to injury or loss which results from both obvious or predictable risks, as well as risks that are unpredictable and not obvious and to extend to myself and my child/student, as applicable.

I/we hereby agree not to enter the campus of Immanuel Christian School nor permit my child/student to enter the campus of Immanuel Christian School if I/they have exhibited or been in contact with another person who has exhibited any of the symptoms currently listed by the Center for Disease Control and Prevention as [Symptoms of Coronavirus](#) within the previous 14 days.

In consideration of myself and my child/student, I/we, and any legal representatives, heirs and assigns, hereby release, waive, and discharge Immanuel Christian School, its officers, directors, employees, agents, and representatives from all liability for any loss or damage, and any claim or damages resulting therefrom, on account of any injury, illness or exposure to and/or contracting the coronavirus (COVID-19) or other biological agents, virus or similar bacteriological agent by me or my child/student attendance at and participation in Immanuel Christian School's educational program, including any medical expenses, injury and/or death.

I agree to indemnify Immanuel Christian School, its officers, directors, employees, agents, and representatives from any loss, liability, damage, or cost that may be incurred due to my child/student participation in the aforementioned program, whether caused by the negligence of Immanuel Christian School, or otherwise. I fully understand, on my behalf, and behalf of my child/student the risks associated with the aforementioned participation and assume any risk associated therewith.

This notice, release and indemnity agreement contains the entire agreement between and among the parties hereto, and the terms of this release are contractual and not a mere recital.

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The parties to this agreement hereby agree that the interpretation and enforceability of this Release shall be governed by the laws of the Commonwealth of Pennsylvania.

I expressly agree that this release, waiver, and indemnity agreement is intended to be as broad and inclusive as permitted by applicable laws and that if any portion thereof is held invalid, it is agreed that the balance shall, notwithstanding, continue in full legal force and effect.

I understand that by signing this agreement, I am giving up on behalf of my child/student and myself certain legal rights and remedies including the right for my child/student and/or myself to recover damages in the event of death, personal and/or bodily injury of any kind, property loss or damage, expenses of any nature whatsoever including attorney's fees, and other losses that my student(s) or that I may sustain in association with my child's participation in Immanuel Christian School's educational and school programs.

I HAVE CAREFULLY READ THE FOREGOING RELEASE AND KNOW AND UNDERSTAND THE CONTENTS THEREOF. I SIGN THIS RELEASE VOLUNTARILY AS MY FREE ACT WITH FULL KNOWLEDGE OF ITS SIGNIFICANCE, INTENDING TO BE LEGALLY BOUND THEREBY.

[A copy of the above release will need to be signed and returned to Immanuel Christian School prior to the student starting classes.]

Parent/guardian signature: _____ Date: _____

Parent/guardian signature: _____ Date: _____