



Colleagues-

This message is in response to the high volume of calls, texts, and emails we have received from members.

- **Can the district mandate COVID testing?** Yes, it is legal for an employer to require testing of employees. OEA sent a letter to Dr. Logan acknowledging this and stated that we wanted to emphasize the employer's responsibility to ensure that protocols are developed with the guidance of medical professionals and administered with transparency and support for individual privacy rights. [CLICK HERE](#) to see the letter that was submitted.
- **Do I have to get tested by the district?** No, you can go to your own medical professional or Test Nebraska sites and submit the results to the district.
- **What is the type of test?** Currently the test will be the nasal swab. The district has stated they'll move to the saliva test as soon as it becomes available. The current estimate for the saliva test availability is 6 weeks.
- **What is "regularly" testing?** The district is in the process of testing all staff at this time. The district has yet to identify how often the testing will take place.
- **Can I refuse?** Yes, you must provide medical documentation to the district explaining the need to not be tested.
- **Family 3:2 Model:** The phased in approach has started.
 - Phase 1- JP Lord began in person learning on 9/16. Following the guidance of medical professionals from UNMC, JP Lord staff was provided required PPE. The Zoo Academy also started and is following the guidelines that have been identified.
 - Phase 2- K-12 ACP, Transition, BSP, all Early Childhood Special

Education, and Hearing-Impaired students will arrive in their buildings on 9/23. Staff have been tested; PPE is being delivered to the buildings. If your building does not have PPE, please check with your administrator or Head Engineer to determine the delivery status. You should have all PPE prior to the arrival of students in the room!

- Phase 2 staff will be given 2 days of building based professional learning and plan time. Those are September 21st and 22nd.
- Phase 3- Early Childhood, Elementary, Middle School, Middle School BSP students, Parrish, Student Success Program, and Home-based and Homebound Services will be in their buildings on 10/5.
 - Phase 3 staff will be given 2 days of building based professional learning and plan time on October 1 and 2. This will provide time for testing to take place and for clarifications on building procedures. The vast majority should be designated as plan/prep for the arrival of the students back to the building.
- Phase 4- High School, High School BSP, ESL Teen Literacy Center, Independent Study, Accelerate, Blackburn, Career Center, Gateway to College, and OPS/UNO Middle College students will return to buildings on 10/19.
 - Phase 4 staff will be given 2 days of building based professional learning and plan time on October 15 and 16. This will provide time for testing to take place and for clarifications on building procedures. The vast majority should be designated as plan/prep for the arrival of the students back to the building.
- **PPE-** All PPE should be in your buildings. Please check with your administrator on the location of these items and what the process is to replace them when needed.
- **MAP Testing-** The district has begun to look at dates and times to test the students. OPS did not want to test students remotely and were waiting for in person to begin before testing schedules would be developed. We will keep you updated as more details become available.
- **Elementary 3:2 Model:** Classroom teachers will be asked to have a morning meeting with both in person and virtual learners and take attendance. The virtual learners will then log off and complete asynchronous lessons created by district staff. It is expected that you meet in a small group with the virtual students to practice and apply what is being taught. This can look different, but the expectation is to touch base with students.
- **Secondary 3:2 Model:** Both in person and virtual learners will be participating in the same lesson daily. The students will use TEAMS to participate. We continue to tell the district that concurrent teaching and learning is not sustainable, nor is it pedagogically sound. We continue to advocate for additional plan time and will keep you updated.

- **Public Comments:** OEA has made public comments at the recent school board meetings around the concern's teachers are facing. [CLICK HERE](#) to view those comments.
- **Survey Results:** Thank you to the members that completed the survey. We are still going through hundreds of comments that were shared.
- **LB 31 Hearing:** You might be aware of the desire to move the management of OSERS to NPERS. There was a study completed and the results have been shared with the stakeholders of OPS. OEA serves on the Better Together Coalition to identify ways to address the unfunded liability that is being faced by OSERS. The OEA Board took a neutral position and requested answers to questions before taking any other action. [CLICK HERE](#) to see the letter that was submitted to the retirement committee.

Continue to reach out to the OEA. We know there are issues outside your control, and we will address them accordingly. As we prepare to head into the Family 3:2 Model, know that there will be issues and together we will get it resolved.

Remember to be great, be present and breathe. Our students are counting on you!

Robert
OEA President

