



COVID-19 Health and Safety Report: Generated on December 2, 2020

The COVID-19 Health and Safety Report Form was created in an effort to track safety concerns and violations in work sites across the Kenosha Unified School District based on the Wisconsin Department of Health and Safety (DHS) Risk Assessment Tool. The DHS tool was created to assist in making decisions about reopening school buildings during the pandemic. Educators from any work site in the district can submit a report in which they can describe the concern and cite violations in multiple categories. Concerns and violations can be reported under the following categories:

- General Information
- Visitor and Nonessential Person Restrictions
- Education, Monitoring, and Screening of Staff
- Education, Monitoring, and Cohorting of Students
- Availability of PPE and Other Supplies
- Infection Prevention and Control Practices
- Health Office Management
- Communication
- Closure

The following report was generated using submissions made by educators employed by the Kenosha Unified School District. There are a total of 491 citations/violations that have been reported September through November.

Number of Citations by Category	September	October	November
General Information:	0	8	0
Visitor and nonessential person restrictions:	3	2	2
Education, monitoring, and screening of staff:	23	24	17
Education, monitoring, screening, and cohorting of students:	35	16	18
Availability of PPE and Other Supplies:	16	3	10
Infection Prevention and Control Practices:	99	63	68
Health Office Management:	2	0	11
Closure:	2	2	2
Communication:	20	15	30
Total:	200	133	158



Number of Buildings Submitting Reports	Total Number of Reports (Cumulative)
31 of 41	316

KUSD Work Site	Number of Reports Submitted (Cumulative)	KUSD Work Site	Number of Reports Submitted (Cumulative)
Bose	3	Lincoln	20
Bradford	20	Mahone	11
Brass	2	Nash	3
Bullen	6	Pleasant Prairie	5
Cesar Chavez	1	Prairie Lane	14
EBSOLA	6	Reuther	7
ESC/Central Office	11	Roosevelt	1
Forest Park	7	Somers	3
Frank	4	Southport	2
Grewenow	2	Strange	7
Harborside	14	Tremper	11
Harvey	4	Vernon	3
Hillcrest	56	Washington	4
Indian Trail	27	Wilson	1
Jefferson	6		
KTEC-West	10		
Lance	37		

Continued Below...



Summary of Findings (November 1 through November 30):

Below are examples of what are considered some of the most egregious reports submitted. Infection and control practices were the most reported concerns for the month of November. Additionally, there continues to be a daily non-compliance of the statewide mask mandate and social distancing continues to be a challenge. The lack of timely, consistent, and transparent communication and action from the Kenosha Unified School District and the Kenosha County Health Department regarding isolation and quarantine procedures remain a primary concern.

While there is no guarantee that the spread of COVID-19 can be entirely prevented in schools, there are numerous mitigating procedures that can be enforced to severely limit risk of exposure. Based on the following reports submitted by educators, the District is unwilling and/or incapable of implementing procedures to limit spread in Kenosha schools, and consequently, the community. Virtual instruction is recommended until better safety protocols can be implemented consistently.

Infection Prevention and Control Practices: Isolation and Quarantine Procedures

KUSD is not meeting the standard for isolation and quarantine procedures based on recommendations made by the Wisconsin Department of Health Services (DHS) and is not practicing an abundance of caution when students or staff self-report symptoms or a positive test result. According to DHS and their published document [*Guidelines for the Prevention, Investigation, and Control of COVID-19 Outbreaks in K-12 Schools in Wisconsin*](#), the start of the infectious period is two days prior to symptom onset and the end of the infectious period is 24 hours after fever resolution without the use of fever-reducing medication AND improvement in other symptoms AND 10 days after symptom onset. For asymptomatic cases, the start of the infectious period is two days prior to a positive test and the end of the infectious period is 10 days after a positive test. Potential exposures (close contact with ill or positive persons) should be identified in the 14 days prior to illness onset.

According to an email sent by the District on November 1, “the District does not quarantine staff or students until investigation information is received because quarantine dates may vary depending upon whether someone was symptomatic or asymptomatic, and not on the positive result itself. While this may seem concerning, we have been assured that the delay from receipt of a positive test result to the time we receive the investigation information from the health department is not likely long enough for close contacts to become infectious and further spread COVID-19.”

In the school setting, isolation and quarantine should be the primary strategy for COVID-19 outbreak mitigation. Current District protocol for isolating and quarantining students and staff is extremely problematic given what has been researched about infectious periods. The following reports were submitted by educators outlining the inconsistencies with quarantine procedures (building locations have been omitted to protect the privacy of educators):



- **November 8:** A warehouse employee tested positive this week for covid yet none of the other warehouse employees who come into direct, close contact for well over 15 minutes a day are not being quarantined. They are being told to work until you have symptoms. They deliver lunches and other materials/equipment into every KUSD building.
- **November 10:** Staff member who supervises lunch periods tested positive but no students were quarantined.
- **November 10:** I was in contact on Thursday afternoon with a person that has since tested positive for Covid. I was called and asked if said person was in my room. I said yes. It is now Tuesday and no staff or students have been quarantined as a result and the health department HAS completed contact tracing. This is obviously a gross oversight.
- **November 11:** Student went home sick on Wednesday, November 4, 2020. She emailed me on Monday, November 16, 2020 to let me know she was positive. I informed administrators and forwarded the student's email, and I was told they couldn't do anything until they heard from the health department. Staff and students weren't informed until the end of the school day Tuesday, November 10, 2020.
- **November 13:** Student was sent to office having THREE symptoms (scratch throat, snotty, lethargic) and was sent back to class because he did not have a fever.
- **November 14:** A student tested positive, and the students and staff who have to quarantine are only quarantined for one day, Monday November 16th and return to school on Tuesday the 17th. This means the staff and students were exposed and inside the school building for 8 days when they should not have been.
- **November 15:** An 8th grade student teacher tested positive on Thursday (11/12). He immediately provided the principal with his results. He has not returned to school, but no quarantine notice has been provided for students and staff who are primary contacts. His co-teacher was told to continue coming to school until told otherwise by HR.
- **November 15:** 6th grade English and SpEd teacher were talking in the hallway about how one had symptoms and told the principal. Principal said the SpEd teacher should stay at school rather than leaving because of symptoms.
- **November 16:** A student at Nash tested positive and his classroom was quarantined. However, an ESP who had worked with this student was identified as a close contact. She was notified by the principal in the morning but told to finish her day with the students and start quarantine the following day. She works with special needs students who cannot wear masks. Another room this student was in for a short time while



contagious where he sneezed uncovered as well as had brief physical contact with unmasked students was not quarantined.

- **November 16:** A staff member who tested positive returned to school with symptoms 12 days after their test.
- **November 16:** A student in one grade has tested positive and the whole class will quarantine. The student has a sibling in another classroom, and that student is also quarantining, but because it's 'secondary contact' the siblings class does NOT have to quarantine. There is no guarantee that the sibling is negative. Testing is not required. Add to that the fact that the siblings are on traveling sports teams, and have been traveling while pre-symptomatic. What if the sibling is asymptomatic? What if they had been infectious last week? With no testing, there is no way to know for sure. Classmates could be infected, spreading it to their own families. Additionally, the school knew of the student being covid positive, and yet allowed the entire class to come back to school today, only to be quarantined starting tomorrow. That is recklessly endangering everyone one that has contact with that entire class, and every student that rides the bus with any of the students in that class.
- **November 19:** We found out today that two students in the ID room had family members test positive. One student is quarantining appropriately. The other student's family told the health department during their contact tracing that the student shouldn't count because he doesn't spend much time with dad (they all live in the same home and dad has helped to pick the student up from school within the last week). The student's in-home care worker is also getting tested because she is experiencing symptoms after being exposed to the family. The student is still being sent to school. This student is medically fragile and nonverbal which raises great concerns. All of our staff members work closely with the student. 4 ESP have chosen to get tested after having been exposed to the student and not knowing if he is sick as well. The ID program will only have 3 staff members tomorrow (two teachers and one ESP). There are supposed to be two teachers and seven ESP for the program to be considered fully staffed. This is not safe. The program should be shut down due to being unable to appropriately staff two classrooms and a virtual environment while the ESP are awaiting their test results.
- **November 23:** Our lead instructional coach was exhibiting multiple symptoms at school on Monday 11/16-Thursday 11/19. Her visible condition was brought to her attention by colleagues, including me, and brought to the attention of our principal, Joel Kaufmann throughout the week. The coach continued to enter classrooms, conduct MAPS makeups, and meet in-person with staff members. She was seen without a mask on at least 2 occasions using the copier in our staff common area. She went home Thursday afternoon, later saying that she had lost her sense of taste and smell. On Thursday night it became known she tested positive. This was not communicated to staff until Sunday



- evening. Staff who were definitely close contacts were working in the building with children on Friday. Our principal did not speak with her or suggest she stay home if ill. In a previous staff meeting, a teacher who is typically not vocal, spoke out that she was scared for her safety due to the carelessness of some of our staff and asked that we hold each other responsible. Our principal did not respond. I emailed him two weeks ago and asked him to support her concerns, and the concerns of many other staff members, by stating in the bulletin or an email that in-person grade level meetings (which included the now positive instructional coach) should instead be held virtually. He did not respond to my email and did not address this with staff until after the instructional coach tested positive.
- **November 24:** An office mate tested positive for Covid. None of us who share an office with this person were asked if we had contact with this person or if we were with this person for longer than 15 minutes. This person was not asked either.

Communication

Increased, consistent communication is necessary to help students and their families, as well as educators and their families, feel safe and supported in the teaching and learning environment. According to DHS, school administration should notify the families of students and all teachers and staff whenever a single confirmed or probable case of COVID-19 is identified in the school.

Additionally, regardless of how a confirmed or probable COVID-19 case is detected in the school, contact tracing should begin as soon as possible to quickly identify anyone who may have been exposed on school grounds or during school-sponsored events. Following identification of students, teachers, or staff who have been exposed, they should be informed of the need to quarantine to prevent further transmission.

Unfortunately, communication from KUSD has been slow, inconsistent, and not fully transparent when confirmed or probable cases are identified in buildings. While the KUSD COVID Dashboard is meant to be a way for staff and the community to be aware of the number positive cases and quarantines, it is not accurate:

- **November 3:** Lack of consistency and no communication with staff. A fellow teacher today woke up feeling ill and was given permission to teach virtually from home. When I was sick, I was not given this option and was expected to provide a doctor note (for one day) AND both administration AND HR did not return the THREE emails I sent asking for guidance on returning to work. I came and taught in person with NO communication.
- **November 4:** I was sent the following email: "We are sending this out to crew teachers who are meeting with students and parents during conferences who are in danger of failing three or more classes at the second quarter mark. We want to encourage those students and their families to consider..." I do not feel comfortable being made to



- essentially sell students and family on in-person learning when Wisconsin is experiencing such a high rate of COVID transmission right now. Half of students and staff in my school are quarantined right now due to a multiple-grade-level outbreak. This is an unfair position to put teachers in and also could endanger more lives.
- **November 7:** I was exposed on October 29, but was not notified until Friday, November 6th by the health department.
- **November 12:** Student was sent to school today with three or more symptoms of COVID19. Mask was not properly worn by the student. Parent picked him up around 11 am. The student was not required to be in the isolation room or away from peers or staff.
- **November 13:** A student's last day was November 2 and staff found out today, November 13th, that they have to quarantine for 1 day on Monday, November 16. An email was just sent this afternoon. We were told that it took 7 days for test results. Being in the building from November 2 to November 13 is absurd when being in close contact. Then, a second email came shortly after stating there was another positive case. I am really positive the administration knew about this on Wednesday, November 11 as emails were sent. The last contact date for this was November 10.
- **November 16:** Students and staff were notified of another confirmed positive case at Lance today (11/16). Impacted students and staff were told that they should quarantine through 11/18. This means that the students and staff members who were close contacts were in the building for 12 days beyond when their quarantine orders should have started. This kind of delay in communication of orders is reckless and unsafe.
- **November 16:** A staff member tested positive for Covid. Though she told other staff that were near her, the health department/HR didn't recommend quarantine for OVER A WEEK after the case was reported. Staff and students only had to quarantine for 4 days since it took so long for the district to respond. Other staff were infected and students were exposed before they were told to quarantine.
- **November 20:** We had a student in the Dual Language house positive on Nov 16th. A teacher in that house tested positive. The district has not updated the 2020 sheet in several days, I'm not sure if they are going to report that or not (that teacher's baby has also tested positive).

Availability of PPE and Other Supplies: Masks and Social Distancing

According to DHS, if desks are placed less than six feet apart, students should remain at their desks throughout the duration of class, and the teacher should remain at the front of the class at least six feet away from any students, those students within the 6-foot radius of the case would be considered close contacts and should be placed in quarantine. The teacher and students outside the 6-foot radius would not need to quarantine. While KUSD has admitted that social



distancing in schools will be nearly impossible, there are no mitigating efforts being made to maintain any level of safe distance:

- **November 2:** I was told to quarantine at the end of the day November 2 due to a close contact date determined to be October 22. I am expected to work from home for three days remaining in my quarantine window and return to work on Friday, November 6.
- **November 4:** I prefer to remain anonymous for my own well being as I fear losing my job or being targeted by administration. In my elementary building, there are some classrooms of 22-24 students in one classroom with one teacher in person. There are also some classrooms of 8 or 12 students with one teacher in person. There are new students moving into our building from other states, cities, or schools who are not testing and could be bringing the virus. Teachers eating lunch in the classroom with students without wearing a mask.
- **November 5:** Students in hallways not wearing masks correctly down around chin walking throughout the building not being told to pull mask up. Same students everyday all day long not wearing masks administrators watching and not asking them to pull up masks.
- **November 5:** 4th grade classroom rearranged desk and now they are side by side tight against each other - no space between them at all.
- **November 9:** A 3rd grade teacher at Grewenow is consistently in violation of the KUSD mask policy by not redirecting students to wear theirs correctly. She has already been reprimanded by the building admin and continues to act in this way.
- **November 10:** Added 3 more students to an already full kindergarten class bringing the total to 23 or 24. No room to put them to adequately space out. The same classroom was given horseshoe tables (that are far too big for kindergartners) -3 to a table- with tape marks as the distancing strategy. They have maybe 18 inches between students.
- **November 15:** Library secretary consistently does not wear a mask while in the library and hallway around others. She enters every classroom to deliver books for students and frequently either wears her mask incorrectly or not at all.
- **November 16:** We have a classroom teacher at Bose that gives his students "mask breaks" in the classroom 3-4 times a day. Not only are students sitting in the classroom without wearing their masks for 10 minutes at a time or longer (not during lunch or snack), he allows them out of their seats and even into the hallways without masks on. Though our principal has sent out numerous reminders and been in the room, he continues to do his "mask breaks" when she isn't around.
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- **November 16:** We are told that we need to conduct NCI training. This involves multiple staff members breaking CDC social distancing guidelines. Mind you we will be in close contact with staff members from around the district. We were told that we are mandated to practice restraints on each other in a group setting.
- **November 17:** Kids not keeping masks on and getting unlimited reminders with zero consequences.

Infection Prevention and Control Practices: Cleanliness and Sanitation

Enhanced cleaning and disinfection of entire buildings, including classrooms, bathrooms, and common areas are necessary to ensure the virus has been inactivated on surfaces. An enhanced cleaning and disinfection schedule should be implemented until the number of positive cases in Wisconsin have significantly decreased. KUSD has not hired additional custodial staff and the frequency of cleaning and disinfection has not been increased:

- **November 2:** ESPs and related service providers continue to have nowhere to safely eat lunch as they all work in shared spaces throughout the building. Many take their lunches in their cars which is not reasonable to expect during the colder months that are coming.
- **November 13:** My classroom is not being cleaned properly or even normally. It is obvious that my floor is not being swept at all and my desks have been in the same awkward location since Thursday 11/19. There is pencil lead near my garbage can and a fruit snack wrapper that was on my floor Friday from students that are still there as of this morning, Monday 11/23. If we cannot keep up with regular cleaning, how are we supposed to keep our students safe from this virus?
- **November 15:** Custodians were talking about how they were told to now "spray" every classroom every night because there are so many cases. They talked about how they only have time to deeply clean about 6 rooms a night each. They are frustrated and concerned that they are going to get blamed as things continue to spread. They just don't have the time, resources, and staff to do what needs to be done.

Consistency of Instruction

KUSD's mission is to provide excellent, challenging learning opportunities and experiences that prepare each student for success, however the current instructional model is not serving students, regardless if they are enrolled virtually or in-person. Educators, particularly at the high-school level, are having to teach virtually and in-person simultaneously. This hybrid model is impacting the delivery and fidelity of instruction. The current model does not allow for educators to deliver instruction to the best of their ability, as positive cases and rolling



quarantines are causing some non-certified staff, substitute teachers, and other non-traditional classroom staff (deans, social works, counselors, psychologist, etc.) to cover classes:

- **November 4:** Yesterday our deans were told to sub in another building because we are virtual and the other school was short subs. Today our ESP was told the same. So we are sending some of our few staff members who aren't close contact out into other schools and leaving student support vacancies in our own building.
- **November 15:** School support staff (counselors, ITT, instructional coach, librarian, interventionists) are being forced to substitute and supervise for quarantined staff members. These support staff members are not being paid to sub as the principal is claiming they have been "repurposed". The support staff members do not have time to do their own jobs and are not guaranteed prep time. Students are not receiving the social-emotional support they require while counselors are being pulled to sub. Staff members are not receiving the instructional technology support they require in order to be successful with virtual learning because the ITT, instructional coach, and librarian are being pulled to sub.
- **November 17:** Using staff from other schools since we are short staff.

As previously stated above, it continues to be the recommendation of the Kenosha Education Association that a switch to virtual instruction take place immediately until the spread of COVID-19 in the state of Wisconsin significantly decreases and improved safety protocols can be consistently practiced and enforced. This, along with the inability to properly contact trace, will undoubtedly increase spread and positive cases in our community. A subsequent report will be generated for December.

***See submitted grievance for recommended remedies: <https://bit.ly/3kcVfjO>*