



COVID-19 Health and Safety Report: Generated on November 5, 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. This report covers activity between October 1, 2020 and October 31, 2020:

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



Number of Buildings Submitting Reports	Total Number of Reports (Cumulative)
28 of 41	216

KUSD Work Site	Number of Reports Submitted (Cumulative)	KUSD Work Site	Number of Reports Submitted (Cumulative)
Bose	2	KTEC-West	9
Bradford	14	Lance	18
Bullen	3	Lincoln	15
Cesar Chavez	1	Mahone	10
EBSOLA	6	Nash	3
ESC/Central Office	6	Pleasant Prairie	4
Forest Park	7	Prairie Lane	10
Frank	1	Reuther	5
Grewenow	1	Roosevelt	1
Harborside	10	Strange	6
Harvey	3	Tremper	8
Hillcrest	39	Vernon	3
Indian Trail	23	Washington	4
Jefferson	3	Wilson	1

Summary of Findings (October 1 through October 31):

There continues to be a daily non-compliance of the statewide mask mandate and social distancing continues to be a challenge. Additionally, District communication and inconsistent isolation and quarantine procedures have become a chief concern for many educators across the district.

Despite any personal or political opinions about virtual versus in-person instruction, the Kenosha Unified School District has an obligation to provide a safe workplace and learning environment for students and staff. 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 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. It continues to be the recommendation of the Kenosha Education Association that a switch to virtual instruction take place immediately, until better safety protocols can be followed 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):

- I became aware I was a close contact with a positive student last Thursday. I emailed my principal immediately to make them aware of the case, my contact, and that several other staff were affected. At 3:30pm on Friday, I emailed HR to ask how long I would be quarantined. I received a response at 5:00pm that it would be at least through Monday. On Sunday, the other affected staff members had heard nothing from HR so they sent an email. By 6:00pm they emailed Dr. Sue to say how frustrating this all was. At 7:00pm we all got emails that we should return to school on Monday. Monday was not 14 days out



since close contact. After replying that I was really confused, we all finally got emails with dates for return that are actually 14 days out.

- A student had a runny nose, cough, congestion, sneezing and watery eyes. This student is very outgoing and active and for him to not participate at his full potential is not common for him. He was brought to the office two times and they wouldn't send him home as he didn't have a fever and I was told that if this kid is sent home then he needs to be out for 10 days (and we don't want that). So two times he was sent back to class and stayed the whole session and went home at normal dismissal. So my whole class (two teachers, interventionist, and my other students) were potentially exposed.
- An education support professional (ESP) found out a family member tested positive and that she was a close, primary contact. She left work upon finding out. She was told by HR that she should return to work because the health department had not yet listed her as a primary contact even though she knew she was for a fact. She was told that she should report to work as normal until the county health department notifies HR. She was also told that even if she is out, she can return with a negative test result at any time and that she would not need to wait the 14 days after having been directly exposed. This goes directly against the district's plan for primary contact exposure.
- A person with whom I share a workspace tested positive for Covid. I was not notified by anyone in the building. This person emailed me and told me the results and that she was told there was no one with whom she had close contact. We have multiple scheduled classes in our space as well as my working with her every day. I am just as close to her as a kid at the back of the classroom would be to another student, probably closer, every day. Students receive laptops from her every day. Yet, this is not considered close contact. I am now out and teaching from home. I have a test scheduled for tomorrow to determine if I have Covid.
- Three teachers in our school have confirmed cases. When it came time for others to quarantine I, along with my student-teacher, were not told we had to even though for four days in a row we ate lunch with two of the Covid-positive teachers and were without masks for 35 minutes on each of the days eating lunch. Teachers in the room for 45 minutes one day while wearing a mask were asked to teach from home for 14 days. The first Covid-positive teacher was then allowed back in the building to teach just 12 days after she first left and was tested. The other non-symptomatic teachers were out for 14 days. After the third teacher was confirmed positive, I still was not informed and had had contact with her as well in the days leading to her quarantine. The other staff members were not happy that I was not asked to leave and thought due to eating lunch together I would be considered a close contact. It seems the rules are not consistent.



- A teacher felt ill on Friday, October 16 and went home early from school. Her doctor advised that she had a sinus infection but she also got tested just in case. She returned to school on Monday, October 19 and later that day got word she tested positive. Students she was in direct contact with were not notified to quarantine until the evening on Wednesday, October 21.
- KUSD had a teacher friend of mine in tears yesterday with the COVID coverage craziness. Most of her teaching team is out on quarantine so she has to monitor the remaining 36-38 in-person students by herself while they "attend" the virtual Google Meets with the quarantined students. A student self-reported to her that a sibling was out for a confirmed COVID test and was the reason for the school quarantine in a different grade. The teacher tried to alert the admin (both are out of the building one on quarantine) and was told that the teacher could not be asking questions about student health as it is a HIPAA violation. The student was left in her class. The teacher has been planning her sister's wedding for over a year and is now terrified that she will have to quarantine for a COVID exposure because the sibling of a confirmed COVID case was allowed to attend school.
- Student came to school sick, the teacher and the student's first class were quarantined. There seems to be little to no contact tracing outside the class. No discussion of student contacting other students outside before school. Email from our principal: "At the end of the day, I received notice that we had our first student with COVID that may have been positive while at school. Because of following the protocols and having the student come to the office quickly in the morning only one staff and 24 students are under quarantine. All those people have been contacted by the ESC. Please let me know if you have any questions."

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:

- I am an itinerant service provider who goes to multiple buildings. When I received a positive test result on a Friday, I notified my supervisor immediately who passed the information on. However, HR and many building admin waited to notify families and other staff that they'd have to quarantine until Sunday evening at about 8:00pm. Also, as an itinerant staff, I do not show up on our Covid dashboard.
- As a parent who is also an educator, I received a phone call on October 26 that a student tested positive. I then received a letter/email from Harborside on October 29 that a student tested positive. I emailed the principal to get clarification if it was the same case. It was two separate cases. The KUSD Dashboard still only shows the one case, not two. There was no streamlined way of informing families about cases. One was a phone call from Harborside the other a letter.
- Our building has had two additional Covid confirmed cases according to the KUSD dashboard. No one in the school has been informed of the additional cases.

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:

- A teacher who recently had Covid started removing her mask while teaching. She also instructed her entire class to remove their masks during MAP testing if they wanted to do so. These were not times when students were eating their scheduled lunch or snack.
- The kindergarten classroom now has desks arranged with partners sitting in touching desks and very little distance between rows. There is no effort being made to clear the room out to allow more distance.
- Class sizes that are running upper 20s to close to 30 in a class. Especially in some of the 6th grade rooms that are smaller, the students are sitting on top of each other.



- Room 237- no social distancing, no desks, four students to a table, sitting side by side sharing a tablet. Rooms 205, 207: students at tables, no social distancing, no dividers. Room 226: desks not even three feet apart, still side by side partner work. Room 235,

multiple students to a table, no dividers, no way to socially distance. Room 233: desks not even three feet apart. There also seems to be the belief that infection and contamination only occurs from the point of a positive test. No thought is given to the weeks prior to symptoms showing. Rooms have been quarantined, but people in contact with a positive staff member the week prior to a positive test are not told to quarantine. Also, multiple staff members are gathering together with outside citizens for parties, with no regard to possible cross contamination. People are not taking this seriously, and are putting people's lives in danger by reckless behavior, in and out of their classrooms.

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:

- Despite placing my District-issued disinfectant in the designated area for refill, it has not been refilled. I emailed the head custodian, but an hour and a half later, I still do not have a refill. I do not have enough disinfectant to clean common surfaces throughout the day.
- My room is not being cleaned at night. Dirty rags have been left in my room at the end of the day and no new clean rags are being provided.
- Teachers are given so few rags for cleaning most have had to buy their own and then take them home at night to wash them.
- Towels are not being replaced. We cannot sanitize if towels are not being replaced. We see this in multiple classrooms.

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:

- Multiple special education ESP staff members were out, especially in the ID program. No coverage plan was developed until Sunday evening though some staff knew they would be out as of Friday. Then, they asked/expected related service providers to provide coverage for these staffing gaps, even if they are not typically in the building and have other buildings to cover. Then coverage from other staff members was pieced together which means other students who were less physically needy were not receiving what they needed. We are pushing in-person learning ahead even when we don't have the staff to do so, which can be dangerous and is a disservice to our students.
- It is crazy that the district is giving parents the option to change their student from virtual to in-person quarterly. We now have teachers that have formed relationships with students and families virtually being uprooted to in-person teaching due to a large number of parents changing from virtual to in-person. The teacher is expected to change grade levels and switch to in-person learning with only Friday's teacher workday to set up her classroom. This is unfair to the teacher and the students.

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 November.