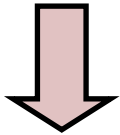
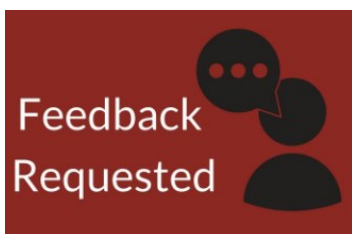




Superintendent's Summer Bulldog Briefing

Dr. Keith Miles, Jr. • Superintendent of Schools



Staff Remote Instruction Fall Preparedness Survey

Please use the link below to help us plan an appropriate training experience for the opening of school. The survey will close on **7/22 at 4 pm**.

<https://docs.google.com/forms/d/e/1FAIpQLScXcRN9IzMJhpFxLGShDV4Cb>

Preliminary HR Survey Results

66% of staff reported "I am ready to return to work in physical, real time, and willing to work with any district protocol established."

32% of staff reported "I have concerns abouts returning and may seek other alternatives including a medical accommodation."

Happy Monday Bridgeton Team!

I was thrilled to have so many staff members (over 125) join and participate in Thursday's Virtual Listening Tour from 3-4 pm for parents. Having staff members raise impromptu questions during the Q & A was super helpful! The questions provide a glimpse into some of our staff members' valid concerns regarding a fall reopening. Thanks for informing my listening tour! As you all are aware, the current mandate is that all NJ schools open with some form of in person instruction in the fall. While this mandate may change prior to September 8th, we must move

forward with developing, getting approved, and widely communicating our district's comprehensive reopening plan prior to August 8th. Under all of our various phases and plans, unless medically or otherwise excluded, staff should anticipate a 4-day in person work week (Monday through Thursday), with Fridays remote.

The questions raised on the call provided a glimpse into some of our staff members' concerns regarding a fall reopening.

To the questions raised around childcare, I wanted to provide the following resource and additional information for clarity. All staff members should familiarize themselves with the federal guidance below:

https://www.dol.gov/sites/dolgov/files/WHD/posters/FFCRA_Poster_WH1422_Non-Federal.pdf

Per the guidance, granted we open, and a member of our team experiences a qualified COVID-19 related hardship, including an inability to find childcare due to school or daycare closures, expanded family and medical leave (up to 12 weeks) can be requested through December 31st. Our thinking around what this will look like in our district is as follows:

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Happy Monday Bridgeton Team!

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1. How will staff provide documentation that they are requesting 12 weeks of paid sick leave due to COVID-related day care or school closures?

Q - What documents does the district need to keep when an employee takes paid sick leave or expanded family and medical leave?

Regardless of whether the district grants or denies a request for paid sick leave or expanded family and medical leave, the district must document the following:

- The name of your employee requesting leave;
- The date(s) for which leave is requested;
- The reason for leave; and
- A statement from the employee that he or she is unable to work because of the reason.

If an employee requests leave because he or she is subject to a quarantine or isolation order or to care for an individual subject to such an order, the district should additionally document the name of the government entity that issued the order. If an employee requests leave to self-quarantine based on the advice of a health care provider or to care for an individual who is self-quarantining based on such advice, the district should additionally document the name of the health care provider who gave advice.

If an employee requests leave to care for his or her child whose school or place of care is closed, or child care provider is unavailable, the district must also document:

- The name of the child being cared for;
- The name of the school, place of care, or child care provider that has closed or become unavailable; and
- A statement from the employee that no other suitable person is available to care for the child.

2. When are staff members expected to inform the District if they are taking this type of leave?

Where leave is foreseeable, an employee should provide notice of leave to the employer as soon as is practicable. After the first workday of paid sick time, an employer may require employees to follow reasonable notice procedures in order to continue receiving paid sick time.

3. What accommodations will we make for staff needing specific days off weekly due to their children's hybrid schedules?

Q - May I take my paid sick leave or expanded family and medical leave intermittently while teleworking?

If you are prevented from teleworking your normal schedule of hours because you need to care for your child whose school or place of care is closed, or child care provider is unavailable, because of COVID-19 related reasons, you and your employer may agree that you can take expanded family medical leave intermittently while teleworking. You may take intermittent leave in any increment, provided that you and your employer agree. For example, if you agree on a 90-minute increment, you could telework from 1:00 PM to 2:30 PM, take leave from 2:30 PM to 4:00 PM, and then return to teleworking. The Department encourages employers and employees to collaborate to achieve flexibility and meet mutual needs, and the Department is supportive of such voluntary arrangements that combine telework and intermittent leave.

If you and your employer agree, you may take paid sick leave intermittently if you are taking paid sick leave to care for your child whose school or place of care is closed, or whose child care provider is unavailable, because of COVID-19 related reasons. For example, if your child is at home because his or her school or place of care is closed, or child care provider is unavailable, because of COVID-19 related reasons, you may take paid sick leave on Mondays, Wednesdays, and Fridays to care for your child, but work at your normal worksite on Tuesdays and Thursdays. The Department encourages employers and employees to collaborate to achieve maximum flexibility. Therefore, if employers and employees agree to intermittent leave on less than a full work day for employees taking paid sick leave to care for their child whose school or place of care is closed, or child care provider is unavailable, because of COVID-19-related reasons, the Department is supportive of such voluntary arrangements.

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Personal Education Philosophy and Leadership Beliefs

"All students can make substantial gains with equitable supports in place."

- Dr. Keith Miles, Jr.

When it comes to teams and organizations, "well-managed diverse groups out-perform homogeneous ones and are more committed, have higher collective intelligence, and are better at making decisions and solving problems."

– Joan C. Williams

"Employees don't mind being challenged to do better if they know the request is coming from a caring heart."

–Ken Blanchard

Meals for the Week of July 15th

(Per Mr. DeShields)

Students Served
3,948

Meals Served
28,064

Q - May I take my expanded family and medical leave intermittently while my child's school or place of care is closed, or child care provider is unavailable, due to COVID-19 related reasons, if I am not teleworking?

Yes, but only with your employer's permission. Intermittent expanded family and medical leave should be permitted only when you and your employer agree upon such a schedule. For example, if your employer and you agree, you may take expanded family and medical leave on Mondays, Wednesdays, and Fridays, but work Tuesdays and Thursdays, while your child is at home because your child's school or place of care is closed, or child care provider is unavailable, due to COVID-19 related reasons, for the duration of your leave. The Department encourages employers and employees to collaborate to achieve flexibility. Therefore, if employers and employees agree to intermittent leave on a day-by-day basis, the Department supports such voluntary arrangements.

Face-to-Face Listening Tour Schedule

To comply with social distancing, the following face-to-face tours have been scheduled with parents and community members, by invitation only, on the dates and times listed below:

Bridgeton High School	Tuesday, July 21	1:00 pm
Broad Street School	Thursday, July 23	4:30 pm
Buckshutem Road School	Wednesday, July 15	3:00 pm
Cherry Street School	Monday, July 13	2:30 pm
Dr. Geraldyn O. Foster Early Childhood Center	Tuesday, July 21	3:00 pm
Indian Avenue School	Wednesday, July 15	1:00 pm
Quarter Mile Lane School	Wednesday, July 29	3:00 pm
West Avenue School	Wednesday, July 29	1:00 pm

Meetings Attended for the Week of July 13-17th

1. Superintendents Reopening Think Tank - met with a select group of Superintendents from across New Jersey to discuss reopening plans
2. Board Committee Meetings (Finance, Facilities, Curriculum)
3. July Board Meeting
4. Governance Meeting
5. Weekly Leadership Team Meeting
6. Meet and Greet/Warehouse Tour (Food service, Transportation, and Maintenance Staff)
7. Individual Meetings with HR Director, Business Administrator, Technology Director, Director of Research and Assessment, Director of Bilingual/ESL, Assistant Superintendent of Curriculum, Instruction and Innovation, and the Director of Special Education.
8. Walking meetings with principals at Cherry Street, Indian Avenue, and West Avenue
9. (7) one-to-one get to know one another/innovation meetings with various staff members
10. Listening Tours at Buckshutem Road, Cherry Street, and Indian Avenue
11. Virtual Listening Tour from 3-4 pm in English and 7-8 pm in Spanish