

FAQ and Call Responses

How can you guarantee me that I won't contract COVID from my building or anyone in it?

The District is in compliance with CDC guidelines for schools during a pandemic. The work of the District in preparing for reopening is to promote the safety of all employees with established protocols. The most important factor is the cooperation of employees in adhering to the guidelines, because it is not the location that is an issue, it is the behavior of adults. There are posters displayed in prominent locations throughout buildings informing all staff that wearing masks is a requirement, one that our administrators are equipped to enforce.

How can the District do this to me? You are not giving me a choice/you are making me choose between my job and my health

The focus of the District is to ensure safety for our employees as it transitions to in-person learning for our students. You have a choice in this matter, you can report as directed, with recommendations from your physician on what will support your return, or you can seek to take a medical or other contractual leave. www.buffaloschools.org/leaveofabsence

Why can't I work 100% remote?

There is no provision in Education or Civil Service law that allows public employees to work from home. There is no provision in any of the negotiated union contracts to allow BPS employees to work from home. There are no MOUs in effect between the District and any union that allow those bargaining members to work from home. Remote work has been a unique situation to allow for the District to have the time to create and implement health and safety protocols to return students to in-person instruction.

How can I get a vaccine/is the District requiring vaccines?

The District is not requiring vaccines for employees for the re-opening of in-person instruction. However, we strongly encourage that employees obtain the vaccine. According to the guidelines released by the Erie County Department of Health, all public school employees fall under Phase 1 B Vaccine Group and are eligible to receive the vaccine. This is something that, should you choose to take, you will have to use a sick or personal accrual day if you wish to schedule during work hours. Here is the link to the form: <https://www3.erie.gov/form/covid-19-vaccine-notification-fo>.

I am feeling so overwhelmed/anxious/stressed out by the changes that I am expected to make.

I understand how this may be a very difficult time for you. The District provides free and confidential counseling services to our employees and their family members through the Employee Assistance Program, often referred to as EAP. You can go to their website, www.guidanceresources.com and sign in with WebID: BuffaloSchoolsEAP or call 1-866-645-1757 to speak with a professional consultant to help you. There are also telehealth services if you are enrolled in the District's health insurance. Go to DoctoronDemand.com to create your account and schedule an appointment with a mental health provider.

What happens if I test positive for COVID?

If you test positive, and are symptomatic/unable to work while recuperating, please go to www.buffaloschools.org/leaveofabsence and download the leave of absence form to complete and submit along with a copy of your positive results. Please mark the COVID-19 Paid sick leave option and HR can replace up to 10 days of sick accruals while using this leave.

If you are still able to support the students and not miss any work, please email HRLeaves@buffaloschools.org with your positive test results, are you will be accommodated to work 100% remote for the time of your quarantine.

What happens if a student tests positive for COVID?

Student Support Services will have a procedure for assisting the school, teachers and staff when a student tests positive. I encourage you to reach out to that department for more information.