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## **FAQ: REQUEST FOR ACCOMMODATIONS FOR COVID-19**

### **Who is eligible for Accommodations for COVID-19?**

Any employee that falls into a high risk category potentially could be eligible for accommodations. The CDC has produced a [list](#) of possible conditions in addition to age. Additionally, an employee that lives with a person in a high risk category could also be eligible for accommodation.

### **How do I request accommodations?**

Use this: [Updated Request Form Link](#)

### **What is the deadline to apply, how many of our 900+ teachers have applied so far and what are our chances of being approved?**

Employees can apply for accommodations at any point. A doctor's note is necessary to receive accommodations. The Americans with Disabilities Act describes the Interactive Process. The Interactive Process is what is used to determine if the District can accommodate the disability. This is private information between the member and the District.

### **What will our job description be? Will teachers still get to teach their same subject and grade level and if not will they get time or pay for retraining?**

Not all accommodations will result in being placed on 'telework'. Some accommodations could include a change in site or more Essential Protective Equipment. This is determined on a case by case basis.

### **Are classroom teachers who are approved to stay out of the classroom going to be the ones teaching the other half of the AB cohorts or all children of their grade levels who opt out of in-person school? Since there are more teachers requesting accommodations than families opting out, what will those extra teachers' jobs be?**

There is no current agreement on what a hybrid plan would look like. There may be a completely separate Distance Learning Academy. It is unknown if the District can accommodate all requests at this time.

**When we return, will we get our same room, position and school site back?**

Rooms and positions are decided by administrators. The contract allows you to return to your school site.

**What will our status be in Fall of 2021?**

Accommodations are granted when a doctor states that there is a condition that impacts your ability to perform your job. As long as your doctor says that you have this condition, the accommodations can be discussed through the Interactive Process.

**Can we revoke this high risk status once we are approved for accommodations?**

Only if there was a new doctor's note describing a change in condition could the accommodation be changed.