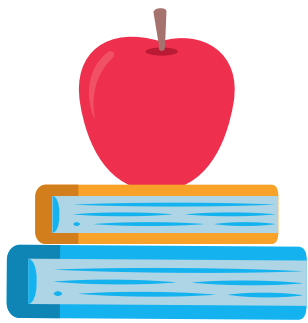


COVID 19
ADDENDUM TO EMPLOYEE HANDBOOK
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EMPLOYEE COVID-19 PROCESS MAP

Staff reports they are positive for COVID-19.

Whoever gets message must notify campus principal who then notifies Executive Director of Communications, Director of Safety, Ass't Sup't of HR, Lead Custodian, and Deputy Sup't.

Isolate areas used by staff member and disinfect immediately unless it's been 3 days since he/she was on.

If positive, the employee may return to campus after 10 days have passed from symptom onset and 24 hours have passed with no fever (without medications) and symptoms have improved.

Executive Director of Communications will notify all teachers, staff and families of all students in the school of the positive case.

All staff & students who were exposed & meet the definition of "close contact" will be quarantined at home for 14 days from date of last exposure. Those persons will need to monitor their symptoms at home and contact their primary care provider, H.R. and campus nurse if symptoms develop.

H.R. will notify Health Department

H.R. begins contact tracing



EMPLOYEE COVID-19 PROCESS MAP

Staff reports experiencing one or more symptoms of COVID-19 during the work day.

Notify H.R. & Supervisor & follow campus/department specific isolation plan.

Employee is sent home.

Staff member may return to work with a doctor's note or a negative test result or they meet the 10 day criteria. The employee may return to district facility after 10 days have passed from symptom onset and 24 hours have passed with no fever (without medications) and symptoms have improved.

If employee is confirmed positive follow steps provided on **PAGE 1**.

Isolate areas used by employee & disinfect immediately unless it's been 3 days since employee was on campus.



EMPLOYEE COVID-19 PROCESS MAP

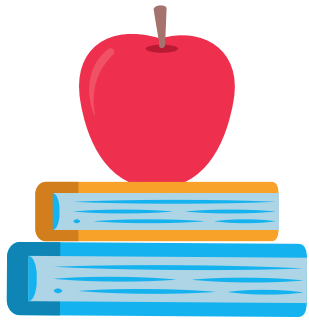
Employee shows symptoms of COVID-19 while **not** at school.

Staff member should call H.R. and supervisor to report he/she is showing symptoms of COVID-19.

Staff member may return to work with a doctor's note or a negative test result or they meet the 10 day criteria. The student may return to campus after 10 days have passed from symptom onset and 24 hours have passed with no fever (without medications) and symptoms have improved..

If employee is confirmed positive follow steps provided on **PAGE 1**.

Isolate areas used by employee & disinfect immediately unless it's been 3 days since employee was on campus.



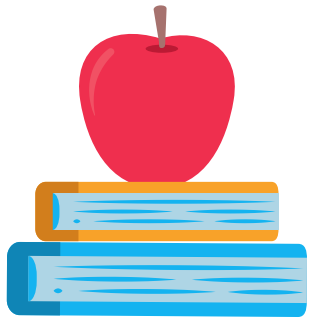
EMPLOYEE COVID-19 PROCESS MAP

Staff reports someone at home has symptoms or someone at home has tested positive.

This would be considered prolonged exposure to someone with COVID-19 or symptoms of COVID-19. Student/staff exposure notice not needed.

Staff member should contact primary care physician for guidance. Employee can return to district facility after quarantined for 14 days after last date of exposure.

Notify H.R. & Supervisor.



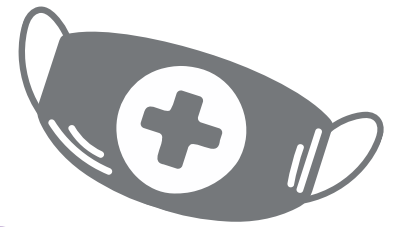
EMPLOYEE COVID-19 PROCESS MAP

Staff reports someone in their home was exposed to someone who tested positive or has symptoms.

If the someone at home is not symptomatic, but just "exposed", staff member may come to return to district facility. There is no need to self-isolate or notify any staff or students unless student or someone at home becomes symptomatic.



ADDITIONAL INFORMATION



COMMUNICATION PROTOCOLS

- Parents will be notified the same evening when a positive COVID-19 case has been reported to the school.
- Any staff in contact with a person who is lab-confirmed to have COVID-19 may receive additional communication.

WHAT EXACTLY IS "CLOSE CONTACT"?

- Being directly exposed to infectious secretions (e.g., being coughed or sneezed on) or
- Being within 6ft. for a cumulative duration of 15 minutes; however, additional factors like case/contact masking (i.e., both the infectious individual and the potential close contact have been consistently and properly masked), ventilation, presence of dividers, and case symptomatology may affect this determination.

EMPLOYEE RIGHTS

PAID SICK LEAVE AND EXPANDED FAMILY AND MEDICAL LEAVE UNDER THE FAMILIES FIRST CORONAVIRUS RESPONSE ACT

The **Families First Coronavirus Response Act (FFCRA or Act)** requires certain employers to provide their employees with paid sick leave and expanded family and medical leave for specified reasons related to COVID-19. These provisions will apply from April 1, 2020 through December 31, 2020.

▶ PAID LEAVE ENTITLEMENTS

Generally, employers covered under the Act must provide employees:

Up to two weeks (80 hours, or a part-time employee's two-week equivalent) of paid sick leave based on the higher of their regular rate of pay, or the applicable state or Federal minimum wage, paid at:

- 100% for qualifying reasons #1-3 below, up to \$511 daily and \$5,110 total;
- $\frac{2}{3}$ for qualifying reasons #4 and 6 below, up to \$200 daily and \$2,000 total; and
- Up to 12 weeks of paid sick leave and expanded family and medical leave paid at $\frac{2}{3}$ for qualifying reason #5 below for up to \$200 daily and \$12,000 total.

A part-time employee is eligible for leave for the number of hours that the employee is normally scheduled to work over that period.

▶ ELIGIBLE EMPLOYEES

In general, employees of private sector employers with fewer than 500 employees, and certain public sector employers, are eligible for up to two weeks of fully or partially paid sick leave for COVID-19 related reasons (see below). *Employees who have been employed for at least 30 days* prior to their leave request may be eligible for up to an additional 10 weeks of partially paid expanded family and medical leave for reason #5 below.

▶ QUALIFYING REASONS FOR LEAVE RELATED TO COVID-19

An employee is entitled to take leave related to COVID-19 if the employee is unable to work, including unable to **telework**, because the employee:

- | | |
|---|---|
| <ol style="list-style-type: none">1. is subject to a Federal, State, or local quarantine or isolation order related to COVID-19;2. has been advised by a health care provider to self-quarantine related to COVID-19;3. is experiencing COVID-19 symptoms and is seeking a medical diagnosis;4. is caring for an individual subject to an order described in (1) or self-quarantine as described in (2); | <ol style="list-style-type: none">5. is caring for his or her child whose school or place of care is closed (or child care provider is unavailable) due to COVID-19 related reasons; or6. is experiencing any other substantially-similar condition specified by the U.S. Department of Health and Human Services. |
|---|---|

▶ ENFORCEMENT

The U.S. Department of Labor's Wage and Hour Division (WHD) has the authority to investigate and enforce compliance with the FFCRA. Employers may not discharge, discipline, or otherwise discriminate against any employee who lawfully takes paid sick leave or expanded family and medical leave under the FFCRA, files a complaint, or institutes a proceeding under or related to this Act. Employers in violation of the provisions of the FFCRA will be subject to penalties and enforcement by WHD.



WAGE AND HOUR DIVISION
UNITED STATES DEPARTMENT OF LABOR

For additional information
or to file a complaint:
1-866-487-9243
TTY: 1-877-889-5627
dol.gov/agencies/whd



WH1422 REV 03/20

DERECHOS DEL EMPLEADO

LICENCIA POR ENFERMEDAD PAGADA Y EXPANSION DE LICENCIA FAMILIAR Y POR ENFERMEDAD BAJO LEY FAMILIAS PRIMERO DE RESPUESTA AL CORONAVIRUS

La **Ley Familias Primero de Respuesta al Coronavirus (FFCRA o Ley)** requiere que ciertos empleadores den a empleados licencias laboral pagadas o expansión de licencia familiar y por enfermedad por razones relativas al COVID-19. Estas provisiones aplicarán desde abril 1 hasta diciembre 31 del 2020.

► DERECHOS A LICENCIA LABORAL PAGADA

En general, los empleadores cubiertos bajo la Ley deben proveer a empleados:

Hasta 2 semanas (80 horas, o el equivalente de dos semanas de un empleado a tiempo parcial) de licencia por enfermedad pagada en base a su mayor tasa regular de pago, o el salario mínimo estatal o federal aplicable, de la siguiente manera:

- 100% para razones calificables #1-3 (ver abajo), hasta \$511 por día y \$5,110 total;
- $\frac{2}{3}$ para razones calificables #4 and 6, hasta \$200 por día y \$2,000 total; y
- Hasta 12 semanas de licencia por enfermedad pagada y expansión de licencia familiar y por enfermedad pagada a $\frac{2}{3}$ para razones calificables #5 de hasta \$200 por día y \$12,000 total.

Un empleado a tiempo parcial es elegible a licencia por las horas que trabajaría durante ese periodo.

► EMPLEADOS ELEGIBLES

En general, empleados de empleadores del sector privado con menos de 500 trabajadores, y de ciertos empleadores del sector público, son elegibles a hasta dos semanas de licencia pagada total o parcialmente por enfermedad por razones de COVID-19 (ver abajo). *Empleados que hayan estado en nómina al menos 30 días anteriores a su solicitud de licencia podrán ser elegibles a hasta 10 semanas adicionales de expansión pagada parcialmente de licencia familiar y por enfermedad por razón #5.*

► RAZONES CALIFICABLES A LICENCIA RELACIONADA A COVID-19

Un empleado tiene derecho a tomar licencia laboral relacionada a COVID-19 si no le es posible trabajar, incluyendo imposibilidad de hacer **teletrabajo**, porque el empleado:

- | | |
|---|---|
| <ol style="list-style-type: none">1. está sujeto a orden de cuarentena o aislamiento Federal, Estatal, o local relacionada al COVID-19;2. ha sido instruido por un proveedor de salud que se ponga en auto-cuarentena por COVID-19;3. está experimentando síntomas de COVID-19 y está solicitando diagnóstico médico;4. está cuidando a una persona sujeta a una orden descrita en (1) o en auto-cuarentena descrita en (2); | <ol style="list-style-type: none">5. está cuidando a un hijo cuya escuela o lugar de cuidados está cerrado (o cuidados infantiles no están disponibles) por razones de COVID-19; o6. está experimentando otras condiciones sustancialmente similares a las especificadas por el Secretario de Salud y Servicios Humanos. |
|---|---|

► CUMPLIMIENTO

La División de Horas y Salarios (WHD) del Departamento de Trabajo de EE.UU. tiene la autoridad de investigar y hacer que se cumpla la FFCRA. Los empleadores no podrán expulsar, disciplinar, o discriminar de ningún modo a un empleado que legalmente hace uso de su derecho a licencia laboral pagada o a extensión de licencia familiar y por enfermedad bajo FFCRA, presenta una queja, o inicia un procedimiento bajo o relativo a esta Ley. Los empleadores que violen las provisiones de la FFCRA serán objeto de multas y medidas de cumplimiento por la WHD.



DIVISION DE HORAS Y SALARIOS
DEPARTAMENTO DE TRABAJO DE ESTADOS UNIDOS

Para información adicional
o para presentar una queja:
1-866-487-9243
TTY: 1-877-889-5627
dol.gov/agencies/whd



FREQUENTLY ASKED QUESTIONS

COVID-19 BACKGROUND

1. **What is the “COVID-19”** The 2019 novel coronavirus (COVID-19) is a highly contagious respiratory illness caused by “severe acute respiratory syndrome coronavirus 2 (“SARS-CoV-2”) that spreads from person-to-person.
2. **How is COVID-19 spread?** Current research indicates COVID-19 mainly spreads person-to-person via respiratory droplets that are inhaled after an infected person coughs, sneezes, or talks. Spread is more likely when people are in close contact with one another (within about 6 feet). COVID-19 may also spread when a person touches a contaminated surface or object and then touches their eyes, nose, or mouth or in other ways.
3. **How can I help prevent the spread of respiratory viruses like COVID-19?** Wear face masks and/or cloth facial coverings and face shields. Wash your hands frequently with soap and hot water for at least 20 seconds. If soap and water are not available, use alcohol-based hand sanitizers containing at least 60% alcohol. Avoid close contact with people who are sick. Take simple measures to ensure cough and sneeze etiquette: cover your mouth and nose with a tissue or your sleeve (not your hands) when coughing or sneezing. Avoid touching your eyes, nose, and mouth with your hands. Routinely clean all frequently touched surfaces in your workspace and doorknobs. If you are sick, stay home and seek medical attention. If you have symptoms of COVID-19, please ask to be tested for the virus.
4. **What are the symptoms?** COVID-19 symptoms include: fever or chills, cough, sore throat, fatigue, shaking, muscle or body aches, new loss of smell or taste, headache, shortness of breath, nausea/vomiting, congestion or runny nose, and diarrhea.

COVID-19 POSITIVE TESTS

5. **I tested positive for COVID-19. Can I report to work?** *Absolutely not.* Any employee who reports to work knowing that he or she has received a positive diagnosis for COVID-19 will be subject to disciplinary action, up to and including termination.
6. **I tested positive for COVID-19 but have no symptoms. May I return to work?**
No.
7. **Should I report my positive COVID-19 diagnosis to my supervisor?** Yes, you are required to immediately report a positive COVID-19 diagnosis to your supervisor. This report will be maintained confidentially. Failure to report a positive COVID-19 diagnosis to your supervisor will lead to disciplinary action, up to and including termination.
8. **When can I return to work if I have tested positive for COVID-19?** Staff members may return to work with a doctor’s note or a negative test result or they meet the

10- day criteria. The employee may return to campus/district facility after 10 days have passed from symptom onset and 24 hours have passed with no fever (without medications) and symptoms have improved and you have been cleared to return to work from a local health authority, physician or local health care provider. Human Resources will provide further guidance.

9. **What if I am feeling sick but not sure if I have coronavirus?** If you have any of the above listed symptoms, you are required to notify your supervisor and stay home. You are entitled to leave in accordance with District policy and applicable law, as explained below. You will be subject to disciplinary action, up to and including termination, if you report to work with any of the above-listed symptoms.

10. **What are the consequences for failing to report a positive COVID-19 diagnosis or “close contact”?** Employees who fail to report a positive COVID-19 diagnosis or “close contact” may be subject to disciplinary action, including termination.

COVID-19 CLOSE CONTACT

11. **What does “close contact” with the affected person mean?** You are considered to have “close contact” with the affected person if the person tested positive for COVID-19 and: (1) you were directly exposed to infectious secretions, for example, if the affected person coughed or sneezed on you; or (2) or you were within 6 feet of that person for 15 minutes or more. Additional factors such as the use of masks by you and the affected person, ventilation, and protective equipment (dividers, plexiglass) may affect this determination.

12. **I received a notice that another employee at my worksite tested positive. What do I need to do?** If you had “*close contact*” with the affected person you will be required to quarantine (stay home) for a period of 14 days and monitor your symptoms. You must report this contact to your supervisor immediately. You may be allowed to telework, if telework is available. If you exhibit symptoms of COVID-19 during the quarantine period, you must report your symptoms to your supervisor and HR immediately. If you test positive for COVID-19, you will be required to follow the protocol described in Question 8 above. If you do not exhibit symptoms during the quarantine period, you may return to work once your quarantine period has ended.

13. **A person I was in close contact with outside of my worksite but not in my household tested positive. What do I need to do?** If you had “*close contact*” with the affected person you will be required to quarantine (stay home) for a period of 14 days and monitor your symptoms. You must report this contact to your supervisor and HR immediately. You may not be allowed to telework during this quarantine period, but may qualify for Emergency Paid Sick Leave. See Question 21 below. If you exhibit symptoms of COVID-19 during the quarantine period, you must report your symptoms to your supervisor immediately and will be directed to take a COVID-19 test. If you test positive for COVID-19, you will be required to follow the protocol described in Question 8 above. If you do not exhibit symptoms during the quarantine period, you may return to work once quarantine has ended.

14. **I was told by the Health Department (or physician, health authority, other health care provider, or HR) that I have to quarantine. I feel great. Can I work from home?** HR will provide you additional information regarding teleworking options, if any are available for your position.

15. **If someone in my household has COVID-19 symptoms and is awaiting a test result, can I report to work if I have no symptoms?** Yes. While the individual is awaiting their test results, you may report to work. You may not report to work if you begin to exhibit COVID-19 symptoms, and will be subject to disciplinary action, up to and including termination, if you report to work with symptoms. If the individual in your household tests positive for COVID-19, you will be required to follow the protocol described in Question 15 above.

COVID-19 AND PAY

16. **I tested positive for COVID-19 and I don't have enough sick leave to cover the 14 days. How will I be paid?** Congress recently passed the Emergency Paid Sick Leave Act (EPSL) allowing workers to receive up to 80 hours of pay for a one-time use under certain conditions.

17. **I tested positive for COVID-19 and have not been cleared to return to work after 14 days. How will I be paid?** In addition to the 80 hours of pay under the EPSL, you may use your accrued state and local leave.

18. **I tested positive for COVID-19, have not yet been cleared to return to work after 14 days, and I am out of accrued state and local leave. How will I be paid?** There is no paid leave available to you. However, there may be unpaid leave available to you, such as the Family and Medical Leave Act, Temporary Disability Leave, and Catastrophic Leave. Both FMLA and TDL leave require you to submit documentation. Please see DEC (LOCAL) Board Policy or contact the HR department for more information.

19. **The District or a health care provider (e.g., local health authority, physician) has ordered me to quarantine due to close contact. Will I be paid?** Congress recently passed the Emergency Paid Sick Leave Act (EPSL) allowing workers to receive up to 80 hours of pay for a one-time use under certain conditions.

20. **I was forced to quarantine due to close contact. I now tested positive for COVID-19. Will I be paid?** In addition to the 80 hours of pay under the EPSL, you may use your accrued state and local leave.

21. **I self-quarantined without a health care provider's or the District's approval because I think I was in close contact with an individual at school who tested positive for COVID-19. Will I be paid?** No. Unilateral self-quarantining without a directive from the HR Department or a health care provider is a violation of District policy and does not entitle you to pay. It will also lead to disciplinary action, up to and including termination.

22. **I self-quarantined because I care for family members who have underlying health conditions and I am worried for their health. Will I be paid?** No. See Question 21 above.

23. **I had COVID-19 symptoms and was directed to get a COVID-19 test and stay home. May I return to work once I receive a negative test result?** No. You will still be required to remain in quarantine for 14 days from the day you first exhibited symptoms and may return upon the end of the 14-day quarantine period if your negative COVID-19 diagnosis is unchanged. However, if you begin to exhibit COVID-19 symptoms during your quarantine period, you are presumed to be positive and must follow the criteria listed in Question 8 above. Contact HR for further information.

COVID-19 AND ACCOMMODATIONS/FMLA

24. **What if I am at higher risk for severe illness from COVID-19, are there any accommodations?** The District may be able to offer reasonable accommodations that could offer protection to an individual whose disability puts them at greater risk from COVID-19. If you wish to request accommodations, please contact HR to complete the required accommodation request forms.

25. **What types of accommodations are available under the Americans with Disabilities Act?** Accommodations may include changes to the work environment such as designating one-way aisles; using plexiglass, tables, or other barriers to ensure minimum distances between visitors and coworkers as feasible; or other accommodations that may reduce chances of exposure to COVID-19.

26. **May the District request information about why I am asking for an accommodation?** Yes, the District may ask you questions or request medical documentation to make its determination.

27. **What type of questions may the District ask regarding an employee's request for accommodation?** Questions may include: (1) how the disability creates a limitation, (2) how the requested accommodation will effectively address the limitation, (3) whether another form of accommodation could effectively address the issue, and (4) how a proposed accommodation will enable the employee to continue performing the "essential functions" of his position (that is, the fundamental job duties).

28. **Am I entitled to an accommodation under the ADA in order to avoid exposing a household member who is at high-risk of severe illness from COVID-19 due to an underlying health condition?** No. Under the ADA, only the disability-related needs of the employee are considered.

29. **I have a serious health condition that requires treatment and I am scared of getting COVID-19 at work. Can I stay home?** No. Failure to report to work will subject

you to disciplinary action, up to and including termination. However, if you suffer from a serious health condition, you may qualify for FMLA if you meet the FMLA eligibility requirements. Please contact the HR Department for more information on requesting FMLA.

COVID-19 AND TELEWORK

30. I tested positive for COVID-19, or had close contact with a positive individual, and was ordered to quarantine as a result. May I telework while quarantined? If your position allows it, you may be allowed to telework, but it will not be required. Not all positions will allow for telework. Please contact the HR Department for more information on whether you may be allowed to telework. An employee who teleworks is not eligible for EPSL. Further, you will not be eligible for telework, regardless of your position, if you had close contact with a positive individual outside of your worksite but not in your household.

31. If I am teleworking while quarantined, will I still be using accrued leave or EPSL while in quarantine? No. Employees whose position enables teleworking as an option will not be charged leave while teleworking during a mandated quarantine. Paid leave may be available to you in accordance with the EPSL and District policy depending on your circumstances.

32. I feel I can telework, and I am scared of going to work because of my underlying health condition. Can I telework instead of reporting to work? No. If you need to request an accommodation due to your disability, please see the Section above entitled “COVID-19 and Accommodations” for more information.

33. I feel I can telework, and I am scared of going to work because of my household member’s underlying health condition. Can I telework instead of reporting to work? No. Further, any accommodations under the ADA are only available for your disability, not the disability of a family member. Failure to report to work will subject you to disciplinary action, up to and including termination.

COVID-19 TESTS

34. Will the District pay for my COVID-19 test(s)? No. The District will not reimburse you for a COVID-19 test that you take on your own or as a result of following these procedures. However, the District’s health insurance plan covers the costs for COVID-19 tests. Please contact Ms. Sierra, SMCISD Benefits Specialist for more information.

****Please be mindful that the information above may change due to the everchanging/fluid nature of this pandemic.**

Checklist for employees physically working on SMCISD property

SMCISD has set the following protocol for all employees who will physically work on property which meet at least the minimum recommended health protocols for all on-site employees in Texas. These guidelines are to be utilized while on district property. Prior to returning to work as a district employee, you will need to read and sign this document acknowledging your understanding and willingness to comply with the directives contained within.

The virus that causes COVID-19 can be spread to others by infected persons who have few or no symptoms. Even if an infected person is asymptomatic or only mildly ill, they may still spread the disease to others who may suffer significant symptoms.

Because of the hidden nature of this threat, everyone shall rigorously follow the practices specified in these protocols, all of which facilitate a safe and measured reopening of Texas. The virus that causes COVID-19 is still circulating in our communities. We shall continue to observe practices that protect everyone, including those who are most vulnerable.

Employee groupings shall avoid being made up of more than 10 individuals. Minimizing in-person contact includes maintaining at least 6 feet of separation from individuals. Employees shall not ride together in vehicles (except for Transportation employees as required for their jobs on district buses).

When maintaining at least 6 feet of separation is not feasible, other methods shall be utilized to slow the spread of COVID-19. Employees are required to wear a face covering or mask, wash or sanitize hands frequently and avoid sharing common objects.

Consistent with CDC guidelines, employees should wear a cloth face covering (over the nose and mouth) upon entering the premises and when using common areas, including time clocks, elevators, restrooms, break rooms stairs or when within 6 feet of another person is required.

Employees shall wash or disinfect hands upon entering an office/room and after any interaction with employees, contractors, customers or items in the office.

Employees shall limit the use of elevators whenever possible to avoid close contact. If elevator use is necessary, utilize social distancing guidelines which may require waiting for a second group. Masks shall be worn.

Any employee that has a need to take leave for medical reasons or care for a family member due to medical reasons, should contact HR to request leave.

Any employee wishing to request an accommodation under the Americans with Disabilities Act, should contact HR to discuss the accommodation.

Daily Employee Health Self-Screening As a district employee, you acknowledge and attest by your signature below that you will complete daily employee health screening for COVID-19

symptoms prior to reporting for duty each day. You will need to confidently answer “NO” to ALL of the questions listed below to be on district property.

If you have any of the symptoms listed below during your daily screening prior to reporting for duty, do not come to work, contact your direct supervisor immediately and contact Human Resources @[HR @smcisd.net](mailto:HR@smcisd.net)

If you answered “YES” to ANY of the questions below, do not come to work, contact your direct supervisor immediately and contact Human Resources @ HR@smcisd.net for direction.

Symptom Check List:

1. In the last 14 days have you had any contact with anyone that is/has tested positive for COVID-19?
2. Are you currently waiting on a COVID-19 test result that you have taken as a result of doctor’s orders or recent exposure?
3. Do you have a new or worsening cough or shortening of breath/difficulty breathing?
4. Do you currently have a fever or have had one in the past 72 hours? (greater than 100 degrees Fahrenheit)
5. Have you recently begun experiencing any of the following symptoms in a way that is not normal for you:
 - loss of taste or smell,
 - headache,
 - chills,
 - sore throat,
 - shaking or exaggerated shivering,
 - fatigue,
 - significant muscle or body aches,
 - congestion or runny nose,
 - nausea or vomiting,
 - diarrhea

By coming to work, you are attesting that you confidently answered “NO” to ALL of the above questions during your daily pre-screening and have a very low risk of carrying or spreading COVID-19.

COVID-19 INFORMATION LINKS

Employee Benefits Website:

<http://www.mybenefitshub.com/sanmarciscisd>

Employee Assistance Program:

https://www.smcisd.net/site/handlers/filedownload.ashx?moduleinstanceid=1261&dataid=13957&FileName=2018-2019_EmployeeAssistance18-19.pdf

Safe Schools COVID-19 Awareness module: https://sanmarcos-tx.safeschools.com/training/launch/course_work/48C93B3E-E0A2-11EA-82EB-DDC8044C3BE2?course_work_before=2021-06-30&course_work_after=2020-08-03

Center for Disease Control: <https://www.cdc.gov/coronavirus/2019-ncov/prevent-getting-sick/prevention.html>

Texas Education Agency: <https://tea.texas.gov/texas-schools/health-safety-discipline/covid/coronavirus-covid-19-support-and-guidance>

Hays County Health Department: <https://hayscountytexas.com/covid-19-information-for-hays-county-residents/>

Texas Department of State Health: <https://dshs.texas.gov/coronavirus/>