



GLENCOE PARK DISTRICT
Special Board Meeting
Tuesday, September 14, 2021

Immediately following the 7:00pm Committee of the Whole Meeting
Zoom Video/Audio Conference or In-person at Takiff Center

Consistent with the requirements of the Illinois Compiled Statutes
5 ILCS 120/1 through 120/6 (Open Meetings Act), notices of this meeting were posted.
Location of the meeting is Takiff Center, 999 Green Bay Rd, Glencoe, IL 60022

The Board of Park Commissioners President determined that an in-person meeting is not practical or prudent due to the issuance by the Governor of a disaster declaration related to public health concerns in all or a part of the jurisdiction of the District, and the President stated that physical presence at the meeting location was determined by the District to be unfeasible due to the disaster. If you prefer to attend in-person, please enter Takiff Center around the back at the main entrance. Please note that the Board of Park Commissioners will be attending via Zoom, not in-person, and Executive Director Lisa Sheppard will be attending in-person.

A G E N D A

- I. Call to Order
- II. Roll Call
- III. Matters from the Public
- IV. Action on Employee COVID-19 Vaccine Mandate
- V. Other Business
- VI. Adjourn

The Glencoe Park District is subject to the requirements of the Americans with Disabilities Act of 1990. Individuals with disabilities who plan to attend this meeting and who require certain accommodations in order to allow them to observe and/or participate in this meeting, or who have questions regarding the accessibility of the meeting or facilities, are asked to contact the Park District at 847-835-3030.
Executive Director email:
lsheppard@glencoeParkDistrict.com

**Three Ways to Join this Meeting
on Zoom**

Meeting ID: 844 6330 0111
Password: 999

Via Phone Dial In
312-626-6799

Via Computer
Go to Zoom.us, Click 'Join a Meeting', Enter the Meeting ID and Password above

Via SmartPhone
If you don't already have the app, go to your smartphone's app store and load 'Zoom Cloud Meeting' (free)

**View the meeting
via YouTube Livestream**

Option 1: Copy/paste this link into your browser: <https://www.youtube.com/c/GlencoeParkDistrict>

Option 2: Go to YouTube.com and search Glencoe Park District

The Board of Park Commissioners welcomes public comments during all meetings.

- Via Zoom Video** - Attend the Zoom meeting, indicate your desire to speak once prompted that it is Matters from the Public.
- Via Zoom Dial In** - Attend the Zoom meeting via Dial In (audio only) and vocalize your desire to speak once prompted that it is Matters from the Public.
- Via In Person** – Attend the meeting at Takiff Center

Key rules governing participation

All comments will be limited to three (3) minutes per person and no longer than 30 minutes for all comments.



MEMORANDUM

TO: Board of Park Commissioners
CC: Administrative Team
FROM: Lisa Sheppard, Executive Director
SUBJECT: COVID-19 Policies and Procedures
DATE: September 8, 2021

Children's Circle has experienced several COVID-19 cases in the last two weeks. This is only the third group of COVID-19 cases since the pandemic started in March of 2019. We are taking every precaution to stop outbreaks, but I am sure you have heard the new variants of the virus are more contagious to children.

We take the safety of our staff and participants seriously. We hope the steps put in place will keep our children learning and growing in our programs. While we cannot guarantee that the COVID-19 virus will not be present in our facility, we continue to put steps in place to stop the spread. Here is an overview of what the Park District has done to minimize the exposure of our students and teachers:

- The Park District upgraded the entirety of the Takiff HVAC system air quality at the start of the pandemic. The typical commercial facility HVAC system has filters with a MERV-8 rating. MERV stands for "minimum efficiency reporting value" and the MERV rating is a measure of how effectively a filter removes particles from the air that passes through it. Basically, the higher the MERV number, the better the filter.

The EPA has recommended a MERV-13 or above filter to effectively filter out COVID-19 sized particles. The Park District has procured special use MERV-14 filters for use in the EC wing. Filters like this are commonly used in a healthcare setting. Furthermore, the District added a custom needlepoint bipolar ionization filter to the EC wing system.

Needlepoint bi-polar ionization technology works to safely clean the air inside municipal, commercial, and industrial buildings by using an electronic charge to create a plasma field filled with a high concentration of + and - ions. The ions kill pathogens including COVID-19.

Outside of this process the Takiff Center Building Automated System (BAS) is programmed to provide outside air to each space. The amount of outside air depends on the occupancy of the space. The average classroom is designed to be occupied by up to 25 individuals, the HVAC system delivers 15 CFM (Cubic Feet per Minute) of outside air per individual. For a total 375 CFM's in each classroom.

At this time, the information we have seen is inconclusive about the effectiveness of HVAC system updates to control the spread of COVID. Source material continues to indicate that the majority of transmission is from individual to individual, we have not received any direction or information from the IDPH about potential HVAC system spread of the virus. We made the above improvements to maximize the safety of our system, not due to any deficiencies.

Cleaning Improvements: The District purchased backpack mounted mass application sanitizer sprayers. Upon the closure of the facility each day, staff applies disinfectant in mass

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to program rooms and furniture. Furthermore, throughout the day, staff sanitizes high touch points in facilities including railings, door handles, drinking fountains, etc. The Park District has sourced EPA approved cleaners that are tested and proven to kill COVID-19. In addition, hand sanitizer is available in common areas.

- **Mask Mandates:** While mask mandates have changed throughout the pandemic, Glencoe Park District has continued to mandate masks for children under 12 and any staff that work with children, while in facilities. We expanded masks for all staff and participants with the current state mask order. Individuals do not have to wear masks outdoors. The CDC states that the risk of transmitting COVID-19 outdoors is much lower. They no longer consider any outdoor contact to be considered a close exposure. The Journal of Infectious Disease found that less than 10% of all COVID-19 cases are transmitted in outdoor settings. Source for outdoor masking: <https://www.medpagetoday.com/special-reports/exclusives/92343>
- **Hand Washing:** We continue to teach and ask for frequent hand washing (at least 20 seconds).
- **QR Code and Health Screen Check In:** When the pandemic first hit, the DCFS policy was to temperature check all children and adults walking into the building. We set up four tables at the Early Childhood entrance with thermometers, health screen papers, clean and dirty bins for pens, alcohol wipes, and hand sanitizer. From May 2020-May 2021, our front desk typed up all health screenings into an excel sheet and reported to the Early Childhood Manager if anyone was skipping the process. On Wednesday, May 26, DCFS released new policies that were effective immediately. They no longer recommended temperature taking on site and stated that providers needed to collect health screenings from each student every day. Staff quickly got in touch with Brightwheel, which is the communication app already utilized. We were able to set up a school specific QR code that requires parents to answer three health screening questions before checking their child into school. This practice was first implemented in Children's Circle and is now utilized by ELC and Kids Club.
- We ask participants and their families to obey the County Travel Quarantine/CDC Guidance and to follow the same mask and handwashing procedures outside of programs, as we require in our programs. You do NOT need to get tested or self-quarantine if you are fully vaccinated or have recovered from COVID-19 in the past 3 months.
 - If the unvaccinated participant travels we ask:
 - They get tested with a viral test 3-5 days after travel AND stay home and self-quarantine for a full 7 days after travel.
 - Even if you test negative, stay home and self-quarantine for the full 7 days.
- We follow Illinois Department of Public Health (IDPH), DCFS, and our nurse consultant's guidelines. We speak with IDPH whenever there is a case in our programs. A recent conversation with a representative answered some of questions/concerns that parents raised regarding their policies. Below is the feedback we received:
 - Based on Children's Circle's current cases, IDPH does not recommend a full school closure for Children's Circle at this time.
 - Childcare centers are mandated to do a 14-day classroom closure for a positive COVID-19 case. While school districts can do a 10-day closure for any classroom that holds children 5 or older, they are only permitted to if they can guarantee students will be socially distanced for the entirety of the school day. This does not apply to early childhood centers.

MEMORANDUM

- IDPH does not recommend that siblings be isolated from school based on a family member being in close contact with a confirmed case. The representative stated that they recommend against this practice. They said a few schools and childcare centers did use this practice and are now backing off the policy due to the amount of time that children have had to miss school and how rare it is for siblings to turn into positive cases.
- We strongly encouraged staff get vaccinated. We helped facilitate this by working New Trier vaccination sites to ensure our staff were vaccinated early, provided opportunities for staff to go during work hours to get vaccinated, provided paid time off for any staff who felt ill or tired the day after their vaccine. We stopped short of any financial incentive to get the vaccine, under the advice of PDRMA and our legal counsel. We currently have a 85% vaccination rate among our early childhood staff.

Internally, we have been discussing the possibility of a vaccine mandate for a couple of months in conjunction with guidance from our legal counsel. As I am sure you are aware, one of the vaccines recently received FDA Approval:

“On August 23, the U.S. Food and Drug Administration approved the first COVID-19 vaccine. The vaccine has been known as the Pfizer-BioNTech COVID-19 Vaccine, and will now be marketed as Comirnaty (koe-mir’-na-tee), for the prevention of COVID-19 disease in individuals 16 years of age and older. The vaccine also continues to be available under emergency use authorization (EUA), including for individuals 12 through 15 years of age and for the administration of a third dose in certain immunocompromised individuals. The FDA’s approval of this vaccine is a milestone as we continue to battle the COVID-19 pandemic. While this and other vaccines have met the FDA’s rigorous, scientific standards for emergency use authorization, as the first FDA-approved COVID-19 vaccine, the public can be very confident that this vaccine meets the high standards for safety, effectiveness, and manufacturing quality the FDA requires of an approved product,” said Acting FDA Commissioner Janet Woodcock, M.D. “While millions of people have already safely received COVID-19 vaccines, we recognize that for some, the FDA approval of a vaccine may now instill additional confidence to get vaccinated. Today’s milestone puts us one step closer to altering the course of this pandemic in the U.S.”

After the announcement on August 23, the Governor issued an executive order that mandated vaccines for Pre-K -12 in school settings (with exceptions for health, pregnancy, and sincerely held religious reason). This order did not stipulate teachers in park districts or daycare settings, but it does apply to any of our teachers who are conducting programs in District 35 facilities.

On Monday, August 30, we held a Zoom meeting with our Children’s Circle Families, to listen to parent/family concerns and explain the guidance we received. There were a few measures that a handful of parents asked about instituting, that do not align with current Illinois Department of Public Health, CDC, DCFS, and state guidelines. After hearing those comments, we decided to do a survey to our Children’s Circle families to ascertain if the requests were the majority’s opinion. The survey is attached.

It is important for the Board to remember that our early childhood programs do not operate in a bubble but any mandates that introduced to that program should also be instituted district-wide.

Here is a brief recap of some of the questions that were raised by Children’s Circle Parents:

MEMORANDUM

- Are we mandating vaccines for all employees?
 - Staff have been discussing the possibility of a vaccine mandate for a couple of months in conjunction with guidance from our Attorneys. As I am sure you are aware, one of the vaccines recently received permanent approval from the FDA. After the approval, the Governor issued an executive order that mandated vaccines for Pre-K -12 in school settings. This order does require, if we operate any programs in the District 35 buildings, Park District staff teaching those programs must be vaccinated.

The order did not address Park District or day care in their vaccine mandate. However, this does not mean we could not mandate vaccinations. Such a mandate would be a policy change and would require a Park District resolution to do so.

While there are many pros and cons to a mandate, which we will discuss, staff is recommending approving a vaccine mandate with exemptions for medical and sincerely held religious beliefs. There are risks, and we want the Board to fully understand the risks when voting on this matter.

- Can we have unvaccinated staff test weekly?
 - Yes. We immediately implemented this in Early Childhood area and plan to broaden that scope to the entire park district after our Board meeting on September 20. It does require the Park District to pay for testing. It is important to remember that the school district has instituted a more vigorous testing program, but they have also been prioritized in getting those testing kits and have federal reimbursement to pay for the testing.
- Should siblings of children in a room that has closed due to a positive COVID case be able to attend Children's Circle?
 - IDPH does not recommend that siblings be isolated from school based on a family member being in close contact with a confirmed case. The representative stated that they recommend against this practice. They said a few schools and childcare centers did use this practice and are now backing off the policy due to the amount of time that children had to miss school and how rare it is for siblings to turn into positive cases.

The Board can discuss if they would like to direct us not to follow IDPH advice. This will result in more closures to classrooms and the program. Our survey also showed a majority of Children's Circle families do not want to deviate from IDPH guidance.

If we did this, we would recommend not issuing refunds to parents for future closures, so that we can keep paying our staff and can continue to provide quality and consistent care.

In addition, there will be far reaching ripple effects in other program areas.

Staff is recommending that we continue to follow IDPH guidance in regards to who has to be quarantined based on close contact.

- Can we have teachers and children wear masks outdoors?
 - *The CDC states that the risk of transmitting COVID-19 outdoors is much lower. They no longer consider any outdoor contact to be considered a close exposure. The Journal of Infectious Disease found that less than 10% of all COVID-19 cases are transmitted*

MEMORANDUM

in outdoor settings. In the survey, the vast majority of parents do not want a mask mandate for their children outdoors. Parents can always request their child wears a mask outdoors. Source for outdoor masking: <https://www.medpagetoday.com/special-reports/exclusives/92343>

Staff is not recommending a mask mandate outdoors at this time.

In the comment section of the survey, respondents asked a number of questions. The answers to those questions are provided below:

- Have you considered a COVID-19 surcharge in addition to Children's Circle tuition?
 - There is a possibility in the future we will have to consider a COVID-19 surcharge to meet the added expenses incurred due to the COVID-19 virus vaccinations, testing, sick leave, etc. At this time, we are using money obtained from a grant to meet those expenses.
- Can you move classroom staff around or 'reshuffle' staff to avoid closures? Can you decrease staff in each classroom by one person?
 - Children's Circle is licensed by the Department of Children and Family Services which is a state mandate for any full day child care center. They set our student to teacher ratio which cannot be changed.
- Can parent's volunteer for a day in the classrooms to avoid shut downs and keep kids in school?
 - It is not a simple process. Volunteers do not count in the student to teacher ratio, so any adult that is being used as a staff member must obtain medical clearance, a full background check, and 15 hours of training before being placed in a classroom. We then send that information to our DCFS representative and would need to keep your file up to date to ensure compliance with state laws.
- Can you test all staff weekly independent of vaccination status?
 - As of right now, we do not have access to enough testing kits to ensure this. We are currently testing unvaccinated staff weekly. Unfortunately, testing kits are not easy to get in bulk if you are not a school district. We were able to obtain the kits we are currently using by sending five administrative staff to all of the CVS and Walgreens North Shore stores and stores that are local to their homes. Each store has a 2-4 maximum purchase on the testing kits. In addition, while school districts get federal funding to administer weekly tests, park districts or day care centers do not. We will continue to search avenues to secure more testing kits and the funds to administer these tests in the future.
- Is it possible to take a survey of unvaccinated staff to determine if a mandate will in fact cause staff to leave and what type of incentive will make them get vaccinated?
 - We have been in close contact with all staff to reduce any barriers to getting the vaccine. This has included having administrative team members work at many vaccination sites to get priority appointments, allowing staff to take off time to get the vaccine during work hours with pay, and providing pay for staff who missed work due to vaccine side effects. Our legal counsel does not recommend providing monetary incentives as those who qualify for a religious or medical exemption would be disqualified from a potential incentive.

Welcome

- Lisa Sheppard, Executive Director
- Bobby Collins, Director of Recreation & Facilities
- Jess Stockl, Early Childhood Program Manager

Why are we here?

We have received questions and concerns regarding the following:

- The State of Illinois Vaccine Mandate
- Siblings of close contacts being allowed in preschool
- Vaccinated teachers allowed in other rooms after close contacts

Preschool COVID Guidance

The Park District follows all local & state guidance

- We are licensed by DCFS, not ISBE
- We adapt to changes in regulations from DCFS, state and local health departments

History so far

- 3 closures in the 16 months we have been open with COVID

Preschool COVID Guidance

Who makes the decision to close?

COVID-19 INTERIM EXCLUSION GUIDANCE¹

Decision Tree for Symptomatic Individuals in Pre-K, K-12 Schools and Day Care Programs



Send home or deny entry (and provide remote instruction) if **ANY** of the following symptoms² are present: Fever (100.4°F or higher), new onset of moderate to severe headache, shortness of breath, new cough, sore throat, vomiting, diarrhea, new loss of sense of taste or smell, fatigue from unknown cause, muscle or body aches from unknown cause.

Medical Evaluation and Testing are **Strongly Recommended for ALL Persons with COVID-Like Symptoms.**

Status	Evaluated by Healthcare Provider	Return to School Guidance (For vaccinated persons, see Post Vaccination Guidance)	Quarantine for Close Contacts?	Documentation Required to Return to School
A. COVID-19 diagnostic test Positive (confirmed case) OR COVID-like symptoms without COVID-19 testing and exposed to confirmed case (probable case)	YES / NO	Stay home at least ten ³ calendar days from onset of symptoms AND for 24 hours with no fever (without fever-reducing medication) AND improvement of symptoms.	YES	Release from Isolation letter (if received from their LHD) provided by the parent/guardian or staff person, notification via phone, secure email or fax from the LHD to the school, OR other process implemented by your LHD
B. Symptomatic individual with a negative COVID-19 diagnostic test <i>Negative COVID-19 diagnostic tests are valid only for the date on which they are collected; specimens collected 48 hours prior to symptom onset, after symptom onset, or while symptoms are present are acceptable for determining school exclusion status.</i>	YES / NO	Stay home until symptoms have improved/resolved per return-to-school criteria for diagnosed condition ⁴ . Follow provider directions, recommended treatment & return to school guidance as per school policies and IDPH Communicable Diseases in Schools .	NO	If staff/student is a close contact to a confirmed case, the school is experiencing an outbreak, or the LHD is requiring validation due to community transmission levels, documentation of a negative laboratory-based confirmatory SARS-CoV-2 NAAT result is needed (see CDC Testing Algorithm). In other situations, a negative RT-PCR, rapid molecular (rapid PCR) or negative antigen test is acceptable.
C. Symptomatic individual with an alternative diagnosis <u>without</u> a negative COVID-19 diagnostic test	YES	Stay home until symptoms have improved/resolved per return-to-school criteria for diagnosed condition ⁴ . Follow provider directions, recommended treatment & return to school guidance as per school policies and IDPH Communicable Diseases in Schools .	NO	If testing is not performed due to the clinical judgment of the healthcare provider, a medical note is needed to return to school/day care documenting that there is no clinical suspicion for COVID-19 infection and indicate an alternative diagnosis with exclusion consistent with this diagnosis
D. Symptomatic individual without diagnostic testing or clinical evaluation <i>Individuals may move to Columns A, B, or C based on results of diagnostic testing and/or clinical evaluation.</i>	NO	Stay home at least ten ³ calendar days from onset of symptoms AND for 24 hours with no fever (without fever-reducing medication) AND improvement of symptoms.	Household Member (e.g., Siblings, Parent) ⁵	After the ten-day exclusion, a note from parent/guardian documenting that the ill student and/or household contacts are afebrile without fever-reducing medication and symptoms have improved.
E. Asymptomatic individual who is a close contact⁶ to a confirmed or probable COVID-19 case	NO	Unless fully vaccinated, stay home for 7-14 calendar days ^{7,8} after last exposure to the COVID-19 case. Local health departments must authorize early release from quarantine. If COVID-19 illness develops, use the ten-day isolation period ⁹ guidance for a COVID-19 case from the onset date. Testing is recommended.	NA	Release from Quarantine letter (if received from their LHD) and negative PCR lab result if applicable ^{7,8} provided by the parent/guardian or staff member, LHD notification via phone, secure email or fax to the school OR other process implemented by your LHD

COVID Vaccine Mandate

The Governor issued the order
on Thursday, August 26.

We agree! We want anyone who can get vaccinated
to do so. But, it's not as easy as that.

COVID Vaccine Mandate

- The Park District was not listed in the order, however that does not mean the Board cannot pass a separate resolution to mandate vaccines for staff.
- Staff is presenting the issue to the Board at the September 14 and 20 meetings. We will share the outcome with program participants.
- We have done a lot to encourage staff to become fully vaccinated. **85% of Early Childhood staff are fully vaccinated.**

Discussion with the Park Board

After detailed discussion with legal counsel and the Park District Risk Management Agency (PDRMA), the following two options will be presented:

Option 1

Continue to strongly encourage, but not require employees and/or patrons to be fully vaccinated.

- Non-vaccinated staff will require weekly testing

Option 2

Mandate that all employees be fully vaccinated against COVID-19, unless they have religious or medical exemptions (these employees would still be required to complete weekly testing).

Discussion with the Park Board

- The vaccine dramatically reduces, but does not eliminate the spread of the virus.
- DCFS has not backed mandatory vaccines, however; they highly encourage it.
- Potential catastrophic loss of staff due to the vaccine mandate.
 - There is a severe staff shortage right now.



**80% of respondents from
child care centers report a
staffing shortage.**

½ are serving fewer children.

⅓ can't open classrooms.

¼ reduced their hours.

#SolveChildCare

[NAEYC.org/pandemic-surveys](https://naeyc.org/pandemic-surveys)

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What you can do to help us stop the spread?

Follow COVID guidelines at home

Wear masks at playdates and birthday parties

Unvaccinated individuals (including children) should follow the Cook County Travel Guidelines

Questions and Concerns?

Enriching lives and creating memorable experiences.





Children's Circle COVID-19 Survey

Tuesday, September 7, 2021

Enriching lives and creating memorable experiences.

Powered by  SurveyMonkey



Sent to 135 parents

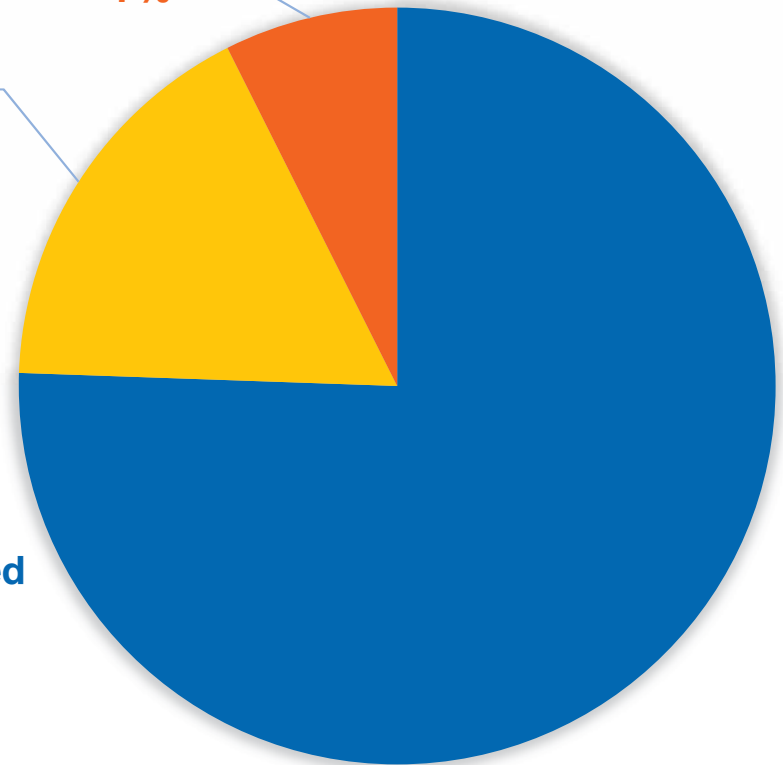
102 Total Responses

92.6% opened the survey
7.4% did not open

Opened survey
but didn't
respond
17%

No response
7%

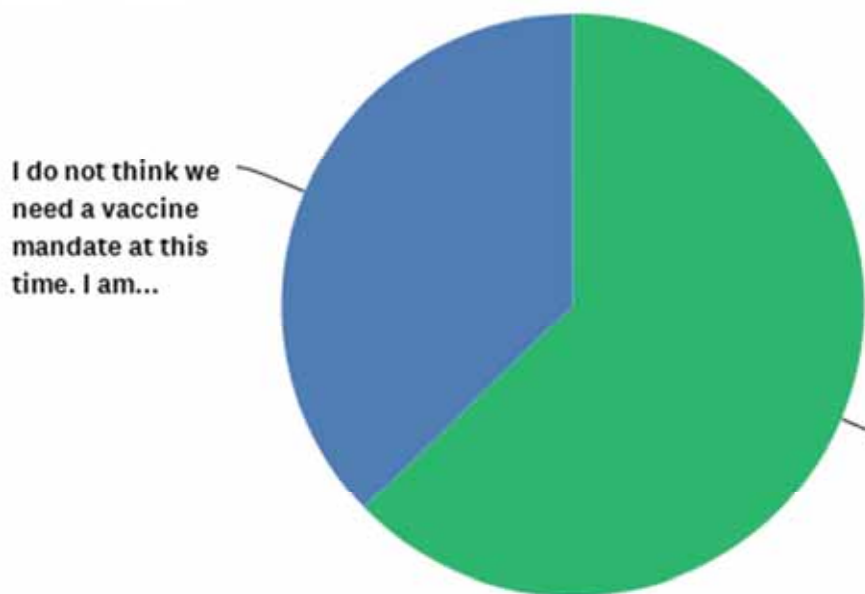
Responded
76%



Enriching lives and creating memorable experiences.



Q1: The Park District Board will be discussing a potential vaccination mandate. Currently, 85% of our Early Childhood staff are fully vaccinated. Unvaccinated staff members are required to submit to weekly testing. Like many organizations, the Park District is struggling with ongoing staffing shortages. The mandate will likely result in a disruption in care, which may include a temporary reduction in school hours, a reduction in the school population, or room closures. Please check the option that best describes your opinion.



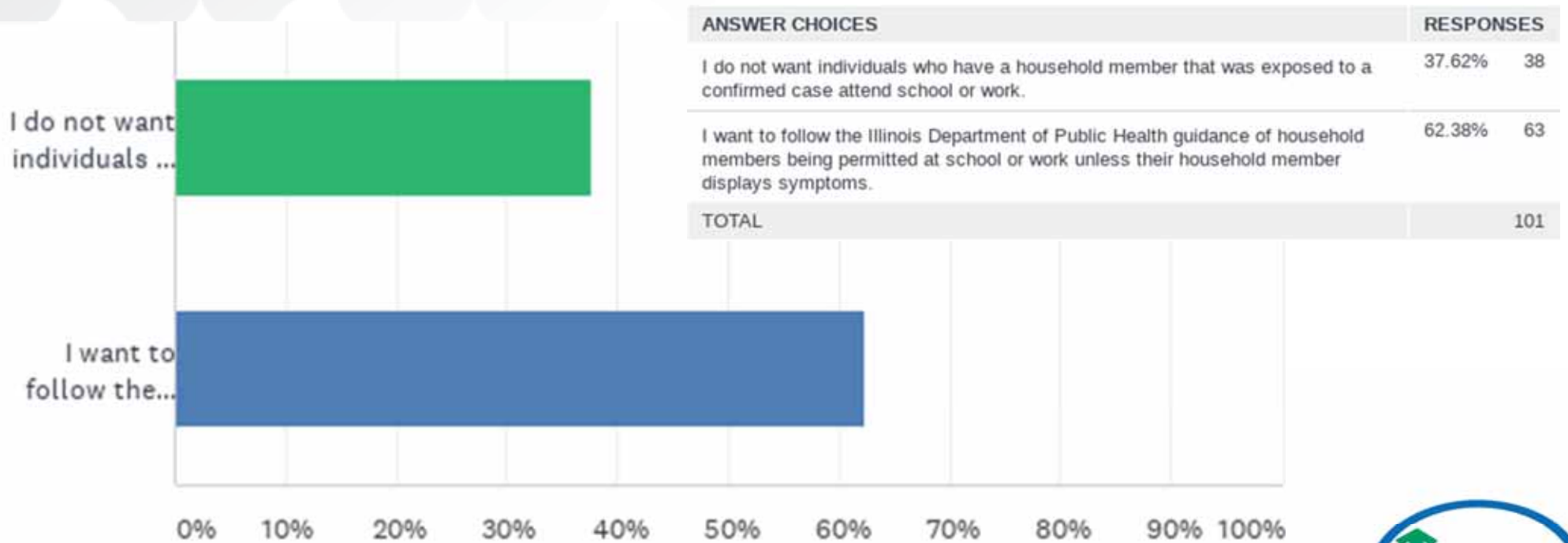
ANSWER CHOICES	RESPONSES	
I am in favor of the vaccine mandate. I am aware of the disruption it will likely cause to the care available to my family.	62.75%	64
I do not think we need a vaccine mandate at this time. I am satisfied with weekly testing for unvaccinated staff.	37.25%	38
TOTAL		102

I do not think we need a vaccine mandate at this time. I am...

I am in favor of the vaccine mandate. I am aware of the disruptio...



Q2: The Illinois Department of Public Health, DCFS, and District 35 allow household members, including siblings of children who have been in close contact with a confirmed COVID-19 case and do not display symptoms, to attend school. With the stricter mandates in place, this will result in more classroom and program-wide closures. Refunds on tuition will not be available, so we can continue to pay teachers and provide quality, consistent care. Please check the option that best describes your opinion.

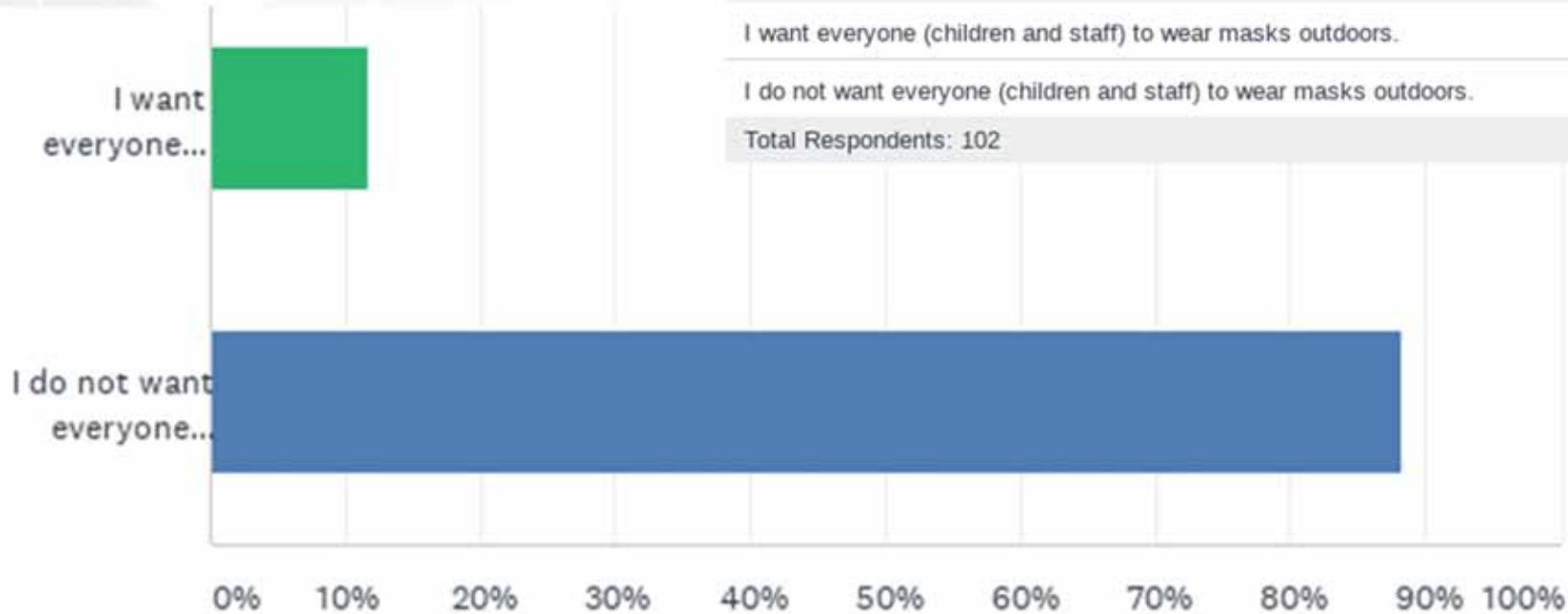


Q3: The CDC states that the risk of transmitting COVID-19 outdoors is much lower. They no longer consider any outdoor contact to be considered a close exposure. The Journal of Infectious Disease found that less than 10% of all COVID-19 cases are transmitted in outdoor settings. Parents can always request their child wears a mask outdoors.

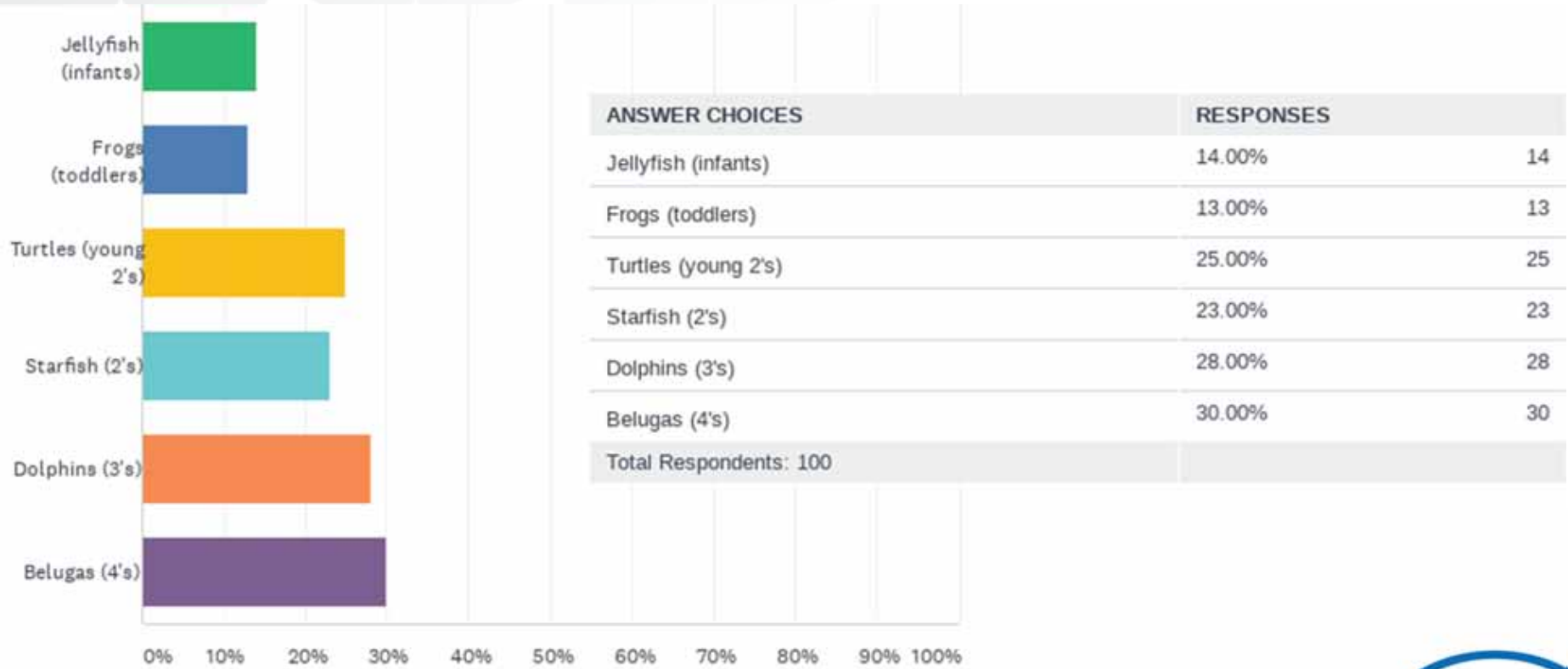
Source for outdoor masking: <https://www.medpagetoday.com/special-reports/exclusives/92343>

Please check the option that best describes your opinion.

ANSWER CHOICES	RESPONSES	
I want everyone (children and staff) to wear masks outdoors.	11.76%	12
I do not want everyone (children and staff) to wear masks outdoors.	88.24%	90
Total Respondents: 102		

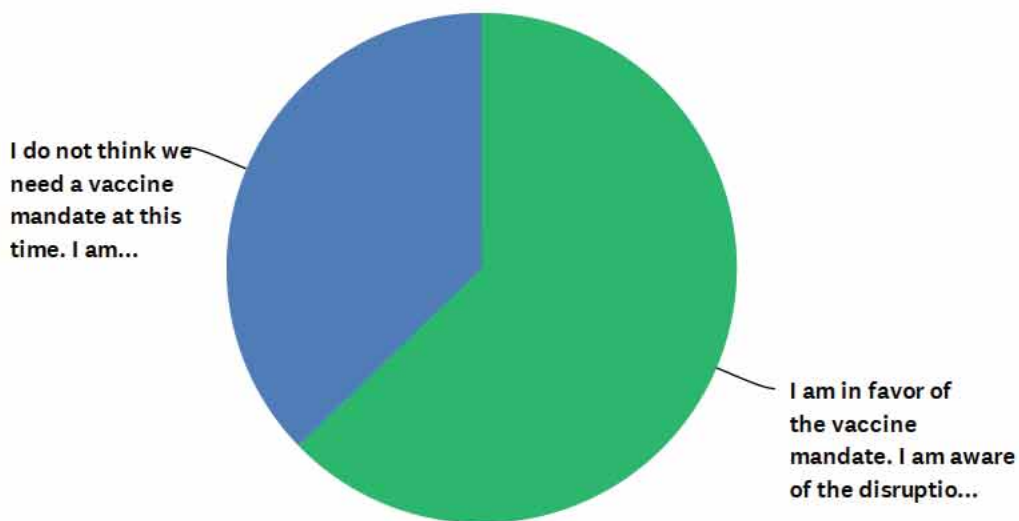


Q4: What classroom is your child enrolled in? If you have multiple children, please check the appropriate box for each child.



Q1 The Park District Board will be discussing a potential vaccination mandate. Currently, 85% of our Early Childhood staff are fully vaccinated. Unvaccinated staff members are required to submit to weekly testing. Like many organizations, the Park District is struggling with ongoing staffing shortages. The mandate will likely result in a disruption in care, which may include a temporary reduction in school hours, a reduction in the school population, or room closures. Please check the option that best describes your opinion.

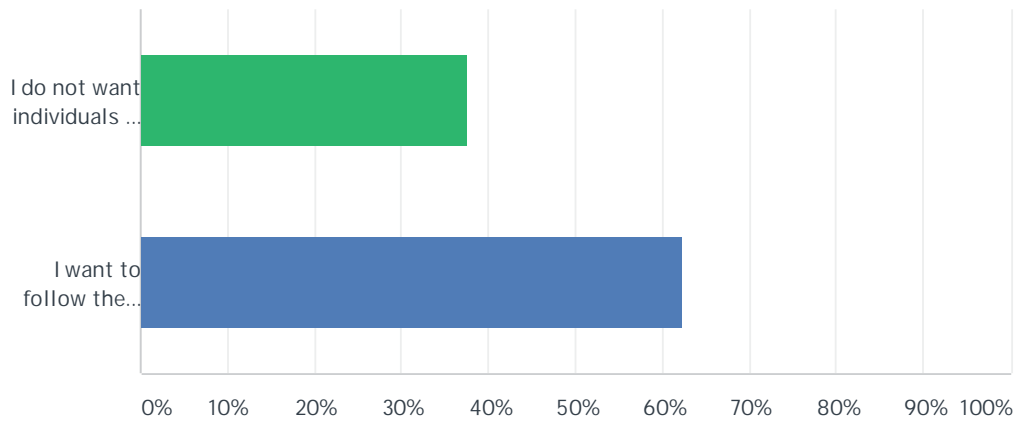
Answered: 102 Skipped: 0



ANSWER CHOICES	RESPONSES	
I am in favor of the vaccine mandate. I am aware of the disruption it will likely cause to the care available to my family.	62.75%	64
I do not think we need a vaccine mandate at this time. I am satisfied with weekly testing for unvaccinated staff.	37.25%	38
TOTAL		102

Q2 The Illinois Department of Public Health, DCFS, and District 35 allow household members, including siblings of children who have been in close contact with a confirmed COVID-19 case and do not display symptoms, to attend school. With the stricter mandates in place, this will result in more classroom and program-wide closures. Refunds on tuition will not be available so we can continue to pay teachers and provide quality, consistent care. Please check the option that best describes your opinion.

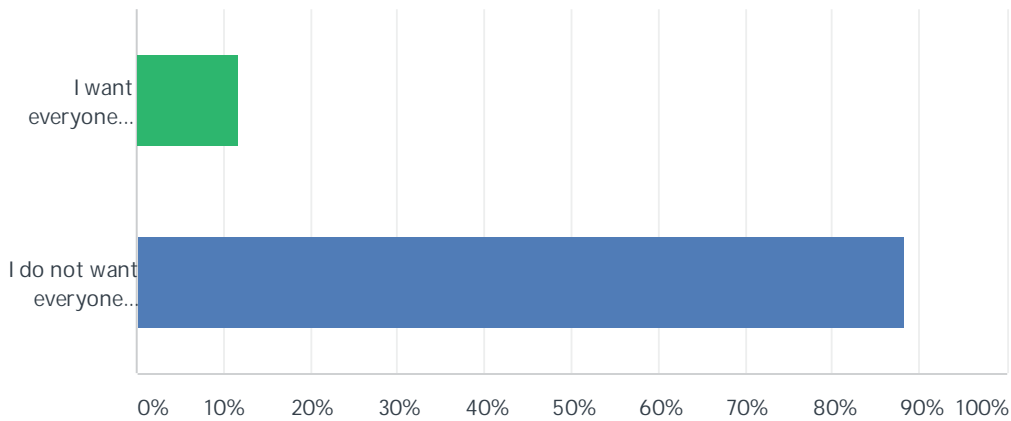
Answered: 101 Skipped: 1



ANSWER CHOICES	RESPONSES	
I do not want individuals who have a household member that was exposed to a confirmed case attend school or work.	37.62%	38
I want to follow the Illinois Department of Public Health guidance of household members being permitted at school or work unless their household member displays symptoms.	62.38%	63
TOTAL		101

Q3 The CDC states that the risk of transmitting COVID-19 outdoors is much lower. They no longer consider any outdoor contact to be considered a close exposure. The Journal of Infectious Disease found that less than 10% of all COVID-19 cases are transmitted in outdoor settings. Parents can always request their child wears a mask outdoors. Source for outdoor masking:<https://www.medpagetoday.com/special-reports/exclusives/92343>Please check the option that best describes your opinion.

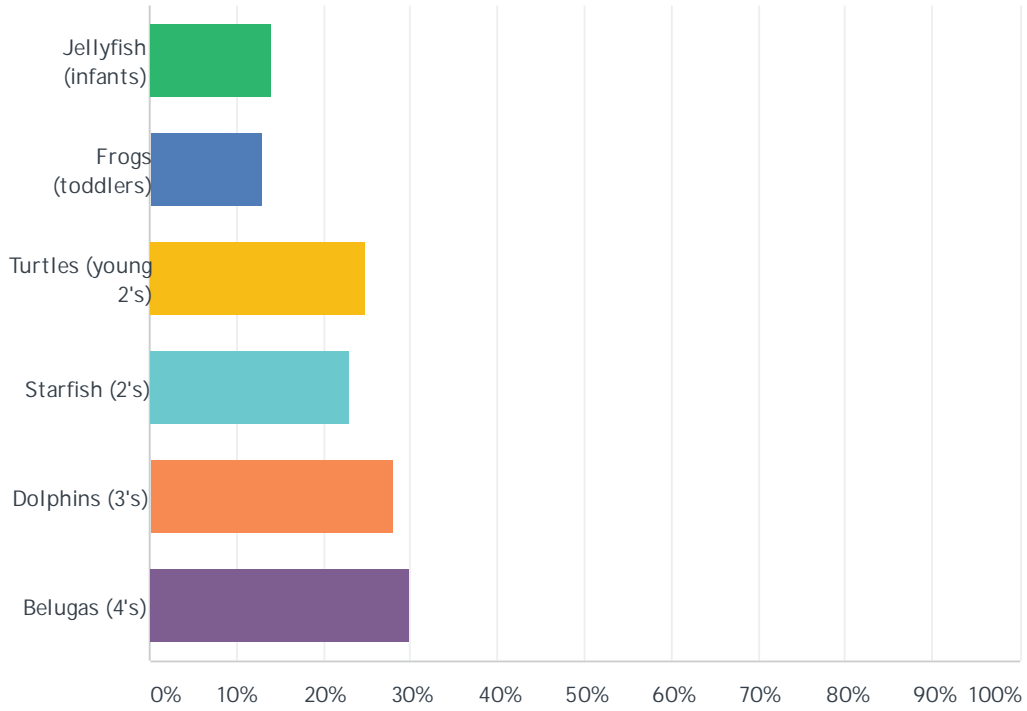
Answered: 102 Skipped: 0



ANSWER CHOICES	RESPONSES	
I want everyone (children and staff) to wear masks outdoors.	11.76%	12
I do not want everyone (children and staff) to wear masks outdoors.	88.24%	90
Total Respondents: 102		

Q4 What classroom is your child enrolled in? If you have multiple children, please check the appropriate box for each child.

Answered: 100 Skipped: 2



ANSWER CHOICES	RESPONSES	
Jellyfish (infants)	14.00%	14
Frogs (toddlers)	13.00%	13
Turtles (young 2's)	25.00%	25
Starfish (2's)	23.00%	23
Dolphins (3's)	28.00%	28
Belugas (4's)	30.00%	30
Total Respondents: 100		

Q6 Thank you for your participation! Please provide any additional comments here:

Answered: 43 Skipped: 59

#	RESPONSES	DATE
1	Thank you!	9/5/2021 7:49 PM
2	Please share the results of this survey and Children's Circle's subsequent actions.	9/5/2021 5:14 PM
3	Thank you for all of your work. We know this is so difficult on many levels and appreciate everything you all are doing.	9/5/2021 4:58 PM
4	I think it is appropriate to ask for a surcharge in order to pay more to staff (in order to attract / retain) vaccinated staff.	9/5/2021 4:16 PM
5	Thank you for diligence during this complex time. Data driven decisions are important.	9/5/2021 3:24 PM
6	The question about a mask mandate was troubling as it gave a very broad set of consequences to a mask mandate. Surely it is possible to tackle the possible staff reduction and come up with a concrete set of ways to adjust. I trust that if 15% of staff were to resign the school could find ways to shuffle the remaining staff so that the disruptions were manageable. For instance, perhaps the number of staff in each class had to decrease by 1 person. It's not ideal, but that seems a good tradeoff to what is presently an onslaught of class closures and the children have 0 teachers. I feel strongly that if someone in a classroom tests positive then everyone in that class should get tested - at least 3 or 4 or 5 days later - however many days is agreed to - before returning to school. And to return to school the family must provide proof that the child tested negative. And if a child is in a class that shuts down as a result of a positive test then any sibling of that child who is in another class should not attend school until testing negative following the 3 or 4 or 5 day wait period. This would help limit the likelihood of spread and the resulting closure of an entire class for two weeks. Requiring the sibling be kept at home for the 3/4/5 day period is certainly a disruption to that family, but it should reduce the disruption for the other 19 families. The CDC is to be listened to and their guidance is invaluable. However, it has become painfully obvious that those guidelines are inadequate to deal with the virus as it presently exists. Children's Circle needs to work with the parents to create a set of guidelines, perhaps more aggressive than the CDC's, that can hopefully keep our children safe and in school.	9/5/2021 2:50 PM
7	All things equal, I would MUCH prefer a vaccine mandate, however, given the severe risk of reduction in hours/rooms, coupled with the prevalence of breakthrough cases anyway, I don't think a vaccine mandate is the right choice at the moment. I think siblings of exposed children should have to quarantine for maybe a shorter time until they test negative and then can return. If there ends up being a reduction in hours, or closures, I strongly feel we shouldn't have to pay the same tuition. I understand needing to pay teachers in the event of a Covid exposure closure, but I shouldn't have to pay full price if I don't receive the full level of care I'm paying for. I'd have to find additional help for frequent closures and that's too expensive on top of tuition for two kids. I don't think that would be fair.	9/4/2021 9:33 PM
8	Our son once asked if he could take his mask off as soon as we left the building and we said yes and he said "aw, finally I can breathe". I know the kids are very resilient but I do get worried about them not being able to breathe properly as they are wearing them all day and I really hope the school does not adopt a policy to wear masks outside again. Everyone needs fresh air and it's important these kids have a break. I also really hope that the school does not adopt a policy where siblings of affected classroom closures need to stay home, because as working parents, any childcare during the day helps. We send our kids to daycare because we work and need help and having siblings stay home not only affects the parents but disrupts the child's learning and socialization. I also really hope that as the weather gets colder the big kids get time in the gym (not 8am-9am as that's when most kids are arriving to school) throughout the day. I think it's important for the kids to run around every day! Thank you	9/3/2021 2:44 PM
9	I'm glad that you are seeking to have more meals / snacks outside. It'd be great to pay greater	9/3/2021 10:42 AM

Children's Circle COVID-19 Survey

attention to ventilation overall and open windows as much as possible, particularly when eating indoors. It would also be good to limit the mixing of groups/classes eating together indoors, as that's when it seems COVID would be most likely to spread. Also, please keep up encouraging regular 20 second hand washing habits for the kids!! Thank you!

10	Happy to contribute to a bonus pool for teachers that are vaccinated and as an inducement for those still not vaccinated.	9/3/2021 10:22 AM
11	Can parents volunteer for a day in the classroom to help avoid shut downs and keep kids in school?	9/3/2021 10:17 AM
12	Thank you to all the staff who are working so hard to keep our children happy and safe!	9/3/2021 8:51 AM
13	You are doing a great job in a very difficult situation.	9/3/2021 8:02 AM
14	I think most families would be amenable to paying more like a COVID time fee to offset costs you may incur and keep staff and students safe. I think surveillance testing would be awesome!	9/2/2021 11:22 PM
15	You're doing a good job in a tough situation. Thanks for everything!	9/2/2021 11:17 PM
16	Thank you!	9/2/2021 10:11 PM
17	Thank you!	9/2/2021 10:07 PM
18	I would prefer if exposed staff were asked to stay home until negative testing as guided by idph on day 3-5.	9/2/2021 10:04 PM
19	I'd be supportive of children and their siblings returning to school after negative testing	9/2/2021 8:25 PM
20	Thank you for everything your team is doing to keep our families safe and cared for.	9/2/2021 6:46 PM
21	No one should have to wear mask outside! Period!	9/2/2021 6:20 PM
22	Please take into consideration the actual statistics of child infections, hospitalizations, and deaths (especially in our community verses broader State and Federal stats), verse what is being reported by the media and emotional reactions, and also weigh the unintended consequences of school closures, phycological effects of mask wearing preventing the kids from seeing faces/emotions, and the physical effects of mask wearing restricting full breathing, among other unintended consequences.	9/2/2021 5:10 PM
23	The way the survey is worded makes it pretty obvious what answers you hope to receive. That being said, I can't imagine how hard it is to manage the current situation that you have no control over and want to say that you're doing a great job!!	9/2/2021 4:58 PM
24	I know this has been extraordinarily difficult and there are no easy answers. We appreciate the Children's Circle and your attempts to navigate this pandemic.	9/2/2021 4:54 PM
25	I would be in favor of siblings/staff/family that is a secondary exposure being able to quarantine for 3-5 days and then test before coming back to school (knowing the person that is exposed cannot come back until the full quarantine period is over)	9/2/2021 4:45 PM
26	I think you guys are doing a great job. 85% is higher than the national average - so great work as it is! We love having ██████ at school, and she loves it as well, we would hate to have less students be able to take advantage.	9/2/2021 4:08 PM
27	I just want to say thanks for all you guys have done during this wild times. I am so grateful for Children's Circle and Jess deserves an award and a gigantic raise.	9/2/2021 4:08 PM
28	I'd love for all teachers/child-facing staff to be tested weekly, regardless of vaccine status, especially with the breakthrough cases caused by the delta variant. If this isn't doable, I would at least prefer them to be tested if there is a case in their classroom -- regardless of symptoms and vaccine status.	9/2/2021 4:07 PM
29	All teachers/staff should be vaccinated. Adults should still wear masks indoors (and perhaps even outdoors) given break through cases have occurred. We should do all we can to keep our unvaccinated babies as safe as possible.	9/2/2021 3:55 PM
30	We love how it's working now and recognize there is an inherent risk to having kids in daycare during covid but please don't make dramatic changes!!!	9/2/2021 3:53 PM

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31	Please continue to follow the guidance of the state/federal health departments. If certain parents are concerned that their children are being put at risk, they are free to keep their children home rather than forcing closures for all parents.	9/2/2021 3:50 PM
32	Thank you!	9/2/2021 3:49 PM
33	I think teachers need to wait until their test results are confirmed before returning to work/class	9/2/2021 3:48 PM
34	I am against masks outdoors as well as indoors at these ages and feel that parents should have a right to choose to unmask their child if preferred. Also, Jess has been doing a wonderful job managing all of this!	9/2/2021 3:46 PM
35	Great work, you all are awesome!!	9/2/2021 3:36 PM
36	I also believe that all communications to parents should include as much information as possible. For instance, "Through contact tracing and despite not being at school this week, an individual who tested positive from class A has had contact this week with an individual from class B. The class B individual was in school most recently yesterday." This gives no identifying information and is thus not in violation of HIPAA, and allows parents to make informed decisions regarding their comfort level of sending their children to school when there is an outbreak.	9/2/2021 3:35 PM
37	The Park District has done a phenomenal job maintaining a safe and healthy environment for our children. Please continue to do what you have been doing. Not additional restrictive measures are necessary. Thank you!	9/2/2021 3:31 PM
38	Is it possible to take a survey of the unvaccinated staff to determine if a mandate will in fact cause staff to leave/and what type of incentive will make them get vaccinated? We might find that staff are willing to get vaccinated for the right incentive and that we can have vaccinated staff and no turnover/ disruption to the program.	9/2/2021 3:30 PM
39	Thank you	9/2/2021 3:26 PM
40	I think y'all are doing a great job. I do not want to be on the advisory board, but am happy to be a resource for policy as I am routinely handling similar scenarios and am well versed in current legal and logistical requirements as it pertains staff, so please feel free to reach out any time. - Steve Daly	9/2/2021 3:25 PM
41	Truly do appreciate all of the things you're doing to keep our children safe	9/2/2021 3:24 PM
42	Thank you to all of the Park District staff, and especially Jessica, for all of your hard work & perseverance during these unprecedented times. We cannot thank you enough, and we know that you certainly never volunteered to manage during a pandemic.	9/2/2021 3:22 PM
43	Classes are closed for 14 days anyways when there is an exposure. If it's going to be frequent than the right decision is mandating the vax.	9/2/2021 3:20 PM



Mandatory COVID-19 Vaccination Policy for Employees

The Glencoe Park District is committed to maintaining a workplace that is free of known hazards and safeguarding the health of employees, patrons, and the community at large from infectious diseases such as COVID-19.

The United States Food and Drug Administration (FDA) has issued emergency-use approval of the COVID-19 vaccine, and the FDA has since given one vaccine its full approval. The FDA believes the vaccine helps protect the health, safety, and welfare of our employees, patrons, and their families. This policy and the agency's application of it will comply with all applicable laws and is based on guidance from the Centers for Disease Control and Prevention and state and local health authorities.

Given the extensive risk of significant illness and death that COVID-19 presents, including new concerns based on contagious mutations and to maintain the health and safety of all individuals on agency property or participating in agency programs, effective September 14, 2021, the agency requires all employees to be fully vaccinated to be on premises or work on-site. This includes full-time, part-time, seasonal, and temporary employees, in addition to any independent contractors that teach/coach programs for the Glencoe Park District.

Before getting a COVID-19 vaccine, the agency encourages employees to review the FDA's Fact Sheet for the Pfizer-BioNTech COVID-19 Vaccine; the Moderna COVID-19 Vaccine; and the Johnson & Johnson COVID-19 Vaccine. Copies of these fact sheets are available for all employees in the Human Resources office.

Employees who are unable to receive the vaccination because of a sincerely held religious belief or due to a medical issue or pregnancy must submit a request for a reasonable accommodation to the Human Resources Manager prior to the date by which the agency requires them to be fully vaccinated. The agency will engage in the interactive process with such employees to determine whether they can perform the essential job functions on-site without posing a direct threat to employees, patrons, and other visitors, or whether the agency can make reasonable accommodations.

The agency will pay employees for their time taken to receive vaccinations. To the extent there are associated fees for administering the vaccine that are not covered, please contact Human Resources to request a reimbursement.

The agency considers employees fully vaccinated under either of the following two circumstances:

- Two weeks after receiving the second dose of a two-dose vaccine (e.g., Pfizer or Moderna).
- Two weeks after receiving a single-dose vaccine (e.g., Johnson and Johnson).

The agency requires employees who are already fully vaccinated to submit copies of their vaccination cards or other documentation to the Human Resources Manager by September 28, 2021

The agency requires employees who are not fully vaccinated as of today to submit copies of their vaccination cards or other documentation showing the date of their first dose to the Human Resources Manager by no later than September 28, 2021 and to receive their second dose (if applicable) and provide documentation showing proof of full vaccination on or before October 26, 2021. The agency will compensate employees who are not yet fully vaccinated for time spent to



receive their vaccination(s), either by attending appointments during working hours or reporting time spent at appointments during nonworking hours as hours worked when reporting time (which employees should coordinate with their supervisors).

The agency requires all newly hired employees in all positions to be fully vaccinated and provide supporting documentation to the Human Resources Manager before their start date.

The documentation submitted must come from a person or organization certified to administer the vaccine and should not contain any private medical, genetic, or family health information (other than the vaccination status and dates). For example, an employee can present a copy of the vaccination card or passport obtained when the vaccine is administered.

The agency may prohibit employees who fail to comply with this policy from entering the premises and/or they may be subject to disciplinary action up to and including discharge. The agency will make any decisions in accordance with the law.

Employees unable to be vaccinated because of religious, pregnancy, or medical reasons may submit requests for accommodations or exceptions from this policy to the Human Resources Manager. The agency will consider such requests on a case-by-case basis, taking into consideration whether the requested accommodation creates an undue hardship on the agency and/or is a direct threat to the safety of the employee or others. The agency may allow for employees who do not receive the vaccine for medical reasons or based on a sincerely held religious belief to follow a routine COVID testing schedule (a minimum of once per week) to detect cases early and prevent further spread, the frequency of testing may need to increase in the event of positive cases. The agency may reassign such employees at its sole discretion to temporary or permanent job assignments to prevent the spread of the COVID-19 virus. If no such reassignments are possible, the employee cannot perform essential job duties remotely and/or the agency cannot make other accommodations to ensure the safety of the employee and others if the employee works on-site, the employee may use available accrued paid time off while the agency explores whether it can maintain the employee's employment status.

Employees must also continue to follow the agency's current COVID-19 safety protocols including practicing social distancing and wearing face masks when social distancing is not possible, frequent hand-washing, sanitizing, self-screening for symptoms, reporting close contact with persons with COVID-19 and following any other Illinois, local county and city ordinances, regulations, or other guidance on COVID-19 protocols as well.

Address any questions about this policy to the Human Resources Manager.



Vaccine Accommodation Request Form

Part 1: Employee to Complete

Name: _____

Department: _____

Date of request: _____

Immediate supervisor: _____

Requested accommodation (vaccination exemption, delay of receiving vaccine, etc.):

Length of time accommodation needed: _____

Basis for request:

- Disability (physical or mental impairment)
- Pregnancy or medical condition related to pregnancy
- Sincerely held religious belief or practice

Describe the basis for your accommodation request:

Describe any alternate accommodations that might address your needs:

I have read and understand Glencoe Park District's policy on accommodation. I understand if the basis of my accommodation request is disability (physical or mental impairment), pregnancy or medical condition related to pregnancy, I am required to have my health care provider complete the attached Vaccine Accommodation Medical Certification and submit it to Human Resources within ten (10) calendar days or my accommodation request may be denied. I understand the agency may not grant the accommodation requested above, but it will attempt to provide a reasonable accommodation that does not create an undue hardship on the agency and/or a direct threat of safety to myself or others.

Employee Signature: _____ Date: _____



Part 2: Human Resources to Complete

Evaluation of impact (if any): _____

If evaluation of impact shows hardships, what are some alternative accommodations: _____

Date discussed with employee: _____

Final accommodation agreed upon: _____

If no agreement on an accommodation, provide an explanation: _____

Supervisor: _____ Date: _____

Human Resources: _____ Date: _____



Mandatory Vaccine Accommodation Medical Certification

Date:

Dear Physician or Healthcare Provider,

A request for a reasonable accommodation related to our mandatory vaccine policy has been made by our employee and your patient, _____. To assist with the interactive process, please answer the following questions and return this form within ten (10) days of the date above to Becky Moore, Human Resources Manager, at Glencoe Park District.

1) Does the employee have a physical or mental impairment or pregnancy or pregnancy-related medical condition that prevents the employee from receiving the COVID-19 vaccine?

_____ YES _____ NO

- a. If yes, please answer the following questions.
- b. If *no*, we do not need any additional information. Please sign below and skip the following questions.

2) Describe the basic medical facts, including the nature and severity of employee’s impairment(s) or pregnancy-related condition, as to why it is not medically advisable for the employee to receive the COVID-19 vaccine:

3) Indicate the period of time during which the employee should be exempt from the mandatory vaccine policy:

- Temporary, expiring on: ____/____/____, or when _____.
- Permanent/lifetime

4) Identify any alternative accommodations recommended to ensure the safety of both the employee and other individuals in the workplace from COVID-19:

continued...



5) Please provide any additional information related to the questions above (do not include employee's full medical history or any family medical history or genetic information):

Physician/Provider's Name: _____

Physician/Provider's Business Address: _____

Type of Practice/Medical Specialty: _____

Telephone: (_____) _____

Fax: (_____) _____

Email Address: _____

Signature: _____

Date: _____

Name of person completing form if different from Physician/Provider:

****Confidential: To be kept in employee's confidential medical file separate from the personnel file.***