



Roseville Joint Union High School District
HUMAN RESOURCES

1750 CIRBY WAY, ROSEVILLE, CALIFORNIA 95661
Office: (916) 782-6565 • FAX (916) 786-2681 • www.rjuhsd.us/HR

BOARD OF TRUSTEES

Julie K. Hirota
Scott E. Huber
Gary T. Johnson
Paige K. Stauss
Andrew Tagg

Memorandum

To: RJUHSD Certificated Staff
From: Brad Basham, Assistant Superintendent, Human Resources
Date: Friday, September 25, 2020
RE: Requests to Work Remotely

Dear Teachers, Administrators and Support Services Staff,

Our goal has always been to reopen school, as soon as possible and as safely as possible. Sacramento County is expected to move from the purple tier to the red tier and Placer County from the red tier to the orange tier on the state's new reopening structure as soon as next week. Several schools in our surrounding districts have already started to return to in-person learning. Therefore, it's time to enter the next phase of our plan, which includes reopening our Placer County district schools on October 12, 2020 and Antelope High School soon after using a blended hybrid instructional model.

Whereas we were able to approve nearly every request to work remotely while using our Dynamic Online Learning (DOL) instructional model, it would be impractical and unreasonable to allow nearly half of our district staff to continue to work remotely when our students return to school. We understand that those who have requested to work remotely have personal and family circumstances that are very challenging during this time. Please understand that this was not an easy decision, but it's one made with our students' best interests in mind. They need you and we need you when we reopen school on October 12th.

Moving forward, the ability for certificated staff to work remotely will be limited. Unfortunately, we will no longer be able to approve the majority of requests to work remotely for caregiver or childcare reasons and requests made for medical related reasons may be limited to those who have been told by their healthcare provider that they cannot return to the classroom or school site. Diana Christensen and I are in the middle of reviewing each of the nearly 500 requests to work remotely, but we felt it was important to clarify the expectations as soon as possible to provide you with a little more time to prepare.

Although working remotely is not a request that we will be able to approve for most certificated staff members, there may be other reasonable accommodations that can be made to help you return to work. For others, you may need to consider a leave of absence. For reference, I've included a copy of the Family First Coronavirus Response Act (FFCRA) Employee Rights flier from the Department of Labor. Please contact the Human Resources Department if you have a question about taking a leave of absence.

The district is also exploring child care options and we hope to have a definitive answer for staff in the very near future. In addition, we expect to have more flexibility, including the ability to work remotely, on Wednesdays, which are expected to be distance learning days on the blended hybrid schedule. This will give our custodial staff extra time to complete additional midweek cleaning of classroom spaces. For more specific schedule needs, please contact your site principal.

I'm very sorry that we cannot accommodate everyone's requests and I apologize for any hardship this may cause you and your family. Please understand that we need you now more than ever. Our community is so very blessed to have such outstanding educators working with our students and we are looking forward to reopening our schools on October 12th.

Sincerely,

Brad Basham