



COVENANT
CHRISTIAN ACADEMY

UNITED FOR SUCCESS

COVID Guidelines
for the 2021-2022 School Year

COVENANT CHRISTIAN ACADEMY
83 Pine Street, Peabody, MA 01960
ph: 978.535.7100
www.covenantchristianacademy.org

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Dear Covenant Community,

As we embark on a new school year together, we find ourselves, once again, carefully considering how to offer our students and families full time, in-person schooling, complete with co-curricular programming during a global pandemic. We remain thankful to our gracious Lord, Jesus Christ, for his continued blessings and daily mercies that allowed us to successfully navigate this task last year, and we are grounding our planning for this year in our many lessons learned. What remains at the core of the Covenant experience is our joyful community, our focus on loving each other well and encouraging each other in the faith to persevere amidst life's trials. Never in our 30 year history has this aspect of our community been more important to our success.

Our commitment to you, our students and families, remains unchanged from the vision our Administrative team set forth last year - "every student, everyday" on campus. We are steadfast in our belief that in-person learning is vital to the development of our students. We are also equally convicted that in-person learning should not come at the expense of health or safety for our students, faculty, staff or families.


While planning for this year we consulted with many professionals and reviewed guidance from local, state, and federal authorities. We will again be employing a layered approach to mitigate risk and will be assessing and adapting the layers we employ on a regular basis. Please take a few moments to familiarize yourself with the strategies contained in this guidance that we will be implementing this year.

Thank you for your continued partnership in the mission of our school. We know that our families have been praying for us all throughout this process, and we covet your continued prayers moving forward. We always have the safety and well being of our students, faculty and staff as our first priority and we're excited to have developed a plan that allows for that safety whilst on campus.

In Christ Alone,

Andrea L. Bergstrom

Mrs. Andrea L. Bergstrom
Head of School



Dr. Ryan Plosker
Chairman, Covenant Board of Directors

***For God alone, O my soul, wait in silence, for my hope is from Him.
He only is my rock and my salvation, my fortress; I shall not be shaken.
—Psalm 62:5-6***

OUR GUIDING PRINCIPLES

- We will stay true to our mission as a Christian and Classical school.
- Our top priority is to have every student safely in the school building, every day.
- School-wide remote learning will occur if mandated by the state due to COVID-19 statistics or due to multiple cases present in our community.
- We will prioritize the health and safety of our students, faculty, and families.
- We will thrive through innovative solutions to difficult problems and situations.
- We will remain committed to regular and transparent review and communication of changes to our plans.

Our COVID-19 Guidelines and Modifications for 21-22 have been built on a thorough review of current medical and scientific literature. Based on current public health data and COVID-19 trends in Massachusetts, the medical community supports the return to in-person learning with appropriate health and safety guidelines in place. Guidance from the **DESE (Department of Elementary and Secondary Education)**, the **CDC (Center for Disease Control)**, the **AAP (American Academy of Pediatrics)** has been carefully reviewed and used to inform our decisions. We have incorporated measures that are considered best practices across all guidances and create a “layered approach” of safety measures.

We want to be very clear that our plans are intended to reduce, not eliminate, risk. The American Academy of Pediatrics (AAP) states, “No single action or set of actions will completely eliminate the risk of SARS-CoV-2 transmission, but implementation of several coordinated interventions can greatly reduce that risk.” With the goals of prevention and mitigation in mind, we are also committed to maintaining a learning environment that is as close as possible to a normal Covenant experience for our children.

It is likely that at some point this year, we will have COVID-19 cases on campus, and we need to be prepared for that. As long as the COVID-19 Guidelines and Modifications are followed, this should help prevent large groups of students and faculty from needing to self-quarantine in the event there is a positive case.

Covenant’s plan hinges on the longstanding, strong partnership we experience between the school and parents. We take our responsibility to keep our community safe with the utmost seriousness. **We are, in turn, counting on each family to take responsibility for not only caring for their own families, but for taking care of others in our community as well.**

These are trying times, and as Christians we are called to serve one another in humility. Our community is an extraordinary gift and we are in this together. Let us cling to our heritage in Jesus Christ, and heed the words of the apostle Paul, his faithful servant:

I therefore, a prisoner for the Lord, urge you to walk in a manner worthy of the calling to which you have been called, with all humility and gentleness, with patience, bearing with one another in love, eager to maintain the unity of the Spirit in the bond of peace. ~ Ephesians 4:1-3

—CCA Administrative Team

MASKING POLICY

for the beginning of the 2021-2022 School Year

Beginning on 8/30/21, Covenant Christian Academy will implement the masking guidance recommended by the Massachusetts Department of Elementary and Secondary Education (DESE) requiring universal masking of all students and faculty in all indoor spaces on campus. Students under the age of 5 are strongly recommended, but not required, to wear a mask.

Rationale:

- The COVID-19 Delta variant continues to be a concern and there is preliminary evidence that vaccinated people can transmit this variant.
- Covenant does not offer a remote-schooling option. Careful consideration for students and families within our community who have heightened vulnerabilities to a COVID-19 infection is needed.
- Under current guidance, masking reduces the need to physically distance, eliminates the need for cohorts, and allows students to return to a near normal school experience. It has been our experience that restrictive physical distancing (6 foot +) has a more significant impact on the educational environment, learning, and relationship building and negatively impacts the joyful school community experience we desire.
- The operational and cultural implications of a "differentiated" mask policy for vaccinated/unvaccinated individuals are substantial. An Honor Code, with respect to vaccinations, is difficult to enact and may violate individual's right to privacy when contact tracing must occur. The many configurations of seating throughout any given day add to this immense challenge. Covenant seeks to respect the rights of individuals to decide for themselves whether vaccination is appropriate for their student(s).
- Contact Tracing is both time consuming and disruptive to the learning process. According to the most recent guidance released by the MPH and DESE, students who maintain 3 ft of distance when indoors, while masked, from an infected individual, will not be designated as close contacts. Reducing the number of close contacts will drastically reduce the number of students and teachers required to quarantine and/or test daily. This supports our guiding principle of "every student, everyday" on campus to the greatest extent possible.

All students (age 5 and over) and faculty will be required to wear a properly fitting mask while indoors - in classrooms, hallways, gymnasiums, and common spaces. Masking will not be required outdoors. This policy will be revisited regularly by our Administration and our Board of Directors. Decisions regarding adherence to the recommended lifting of the mandate after October 1, based on vaccination percentages, has not yet been discussed or determined.

As part of a layered mitigation approach to safety, all schools are highly encouraged to maintain a robust plan for COVID-19 testing for students and staff. DESE and the Executive Office of

Health and Human Services will continue to offer these services at no cost to districts and private schools. Diagnostic testing, such as the BinaxNOW rapid antigen test, will remain an important tool for testing asymptomatic close contacts as part of updated quarantine guidance (see Appendix 1) and for monitoring the health of close contacts. Diagnostic testing is especially important this year, as we head into cold and flu season. **Covenant has enrolled in the statewide COVID-19 testing program to help minimize the number of students required to quarantine outside of school.**

We recognize that wearing a mask is inconvenient, at times bothersome and uncomfortable, and even challenging for some. It is in the spirit of deep care and respect for the most vulnerable among us that we choose to adopt behaviors that, while controversial to some, are currently considered best practices for the protection of those most at risk. We pray that God will honor our decisions and efforts to do what is best and protect us despite our very imperfect knowledge of this insidious virus. **We will value unity in our community that is based on love and respect for each other even amidst our differences of opinion.** We ask that you trust that we have done our very best to make wise decisions with information we have been given within the challenging context and realities we are facing. Families choosing to enroll students at Covenant this year are asked to join us in unity by willingly accepting the plan provided and resisting the temptation of debate and judgement, which may result in painful division. We are committed to exemplifying a community of deep love and support for one another. We recognize that CCA may not be the best choice for all of our families this year and we are committed to respecting individual decisions.

ACADEMICS

Covenant will operate in one of two modes this year - mode one is on campus, in person learning, and mode two is remote learning (Covenant@Home). We will not be implementing a hybrid model (i.e. 2 days in person, 3 days home) or an option to choose full year remote schooling.

Covenant has again decided against offering a fully remote school option that runs concurrent with in-person schooling this year. While there are many reasons for this, chief among them is our desire to allow faculty to maintain their high level of teaching and engagement with students, which is core to our mission. We believe that asking faculty to concurrently manage and engage students at a high level, both in person and remotely, over the course of the entire year, would compromise our commitment to excellence. In addition, it will require nearly double the preparation time to make both formats engaging. We recognize that a fully remote option may have been the preferred choice for some families, yet acknowledge that we simply do not have the staffing to provide engaging and robust experiences concurrently. We will not compromise our personal commitment for excellent teaching and learning in a relational and supportive learning environment. That being said, we recognize that the ultimate decision for a child's education lies with the parents and we are committed to fully respecting the individual decisions families will make.

Mode 1: Traditional On Campus Learning with Mitigation Strategies

As we prepare to return to school, some things will again look different, but our mission remains the same. We strongly believe that a Covenant Christian and Classical education on campus and in person is best for our families and is the preferred mode of instruction for our teachers and students. The American Academy of Pediatrics, the Massachusetts Department of Elementary and Secondary Education, the CDC and many others agree that resuming school in person is in the best educational and developmental interests of our children. Covenant's education also focuses on character development, spiritual instruction, mentorship and deep community connections, along with providing accountability for students. These components of the CCA experience are fully realized with students on campus. For these many reasons, we intend to offer a full, five-day program for all of our students, Pre-Kindergarten through Grade 12.

In the event that a student, family, or group of students is required to remain home following quarantine guidelines, CCA has invested in various technology components that will allow for continued learning from home. Students who will be out for more than 3 days due to COVID-19 symptoms or precautions can participate in Remote Learning. Students who are only out 1-3 days can keep up with work through Google Classroom and can make up assignments as detailed in the Student Handbook.

The specific approach will vary between schools (Grammar, Logic and Rhetoric) and will be developmentally appropriate. The newly implemented technology will allow teachers that are quarantining to teach from a remote location to students that are both in the classroom and at home. While these solutions are robust enough to keep students on track with their school work

for a short period of time, they are not designed to be used as a fully remote solution as they lack sufficient real time interaction.

Mode 2: Remote Learning “Covenant@Home”

In the event that the Governor issues an executive order closing in-person schools, we are well prepared to transition seamlessly into a robust online learning program.

Families should be prepared to pivot to remote learning at any point in the school year. We strongly suggest your preparations include considering the availability of internet connected devices available for student use and childcare and supervision needs.

It is our expectation that whenever Covenant is in a period of remote learning, school is still fully in session. Students are expected to be available for learning during normal school hours, attend classes online and complete assigned schoolwork in a timely manner. All students will be using Google Classroom and Google Meet to attend class, receive and submit assignments, and communicate with teachers. Teachers will spend time during Back to School Night sessions orienting parents to this platform. Students will be introduced to our remote learning plan during the first weeks of in person classes to ensure a smooth transition should remote schooling become necessary.

At all grade levels:

- **Google Classroom** and **Google Meet** will be the platform for all instruction and learning. Google Classroom is the learning management system where all student assignments and supporting materials will be posted, and through which students can submit work back to the teacher. Google Meet is built into Google Classroom and is where all live teaching will take place.
- All students will be assigned a CCA email address through which they can access Google Classroom.
- The total amount of synchronous and asynchronous instruction, independent work, and screen time will be determined by developmental level and evolving best practices in the field of education.
- Workload limits and expectations have been established and will be communicated at the outset of online learning
- Parent communication and personal student check-ins will be prioritized

Grammar School:

- Consistent schedules will be determined and communicated by grade level.
- Attendance will be taken
- Work packets will be produced ahead of time, whenever possible, to minimize the need for printing documents at home

For a complete Remote Learning Guide for the Grammar School, [please visit our website.](#)

Upper School of Logic and Rhetoric:

- Students will have both synchronous and asynchronous coursework over the course each week.

- A weekly schedule will be distributed at the start of remote learning, including a set class schedule. Daily work will be posted in Google Classroom.
- Classes will require a student to be present, dressed appropriately and seated in an appropriate work area.
- Attendance will be taken in all classes. Attendance will be closely followed by the administration to ensure students are keeping up with the pace of the course.

Full remote learning plan details, including a daily schedule, will be distributed during the first week of school. Students at all levels will be introduced to Google Classroom by their teachers and trained in how to access school work and assignments.

For a complete Remote Learning Guide for the Upper School, [please visit our website](#).

Technology For Remote Learning

In light of the technology that will be used during times of Remote Learning, it is highly suggested that parents invest in a tablet, Chromebook or computer that their student can use. Our remote learning platform will work equally as well on both Mac and PC. Many of our Grammar School families have reported being pleased with a set up for their younger students that includes an iPad with an attachable keyboard and Apple Pencil. Most Upper School students will best be served by using a laptop or desktop computer. Additionally, families should ensure they have consistent access to the internet from home or another easily accessible location.

Student Support During Remote Learning

Covenant is committed to maintaining a high level of student support during any periods of remote learning. Teachers will provide extra-help sessions and office hours for one-on-one support, available for both students and parents. Staff will be utilized as possible to provide additional student support. Our advisory program in the USLR and Morning Meetings in the GS will continue through remote periods of learning. Administrators will be available to parents as needed and our school counselor will also remain on call.

Attendance, Tardies, and Make Up Work

Recognizing that this year will be unique in that students may experience unusual absences due to required quarantine and/or illness, CCA is committed to Attendance and Absence Policies that reflect grace and reason. Attendance will be taken daily during both in person learning and remote learning periods of time and our typical policies for make-up work and unexcused/ excused absences (see student handbooks) will be upheld, while also taking into account personal circumstances related to the pandemic that may be out of student's control. Arrival to school on time will be more important than ever and tardy policies will not be changed. xDuring periods of remote learning, students are expected to be on-time and present at all synchronous learning meetings.

Students who will be out for more than 3 days due to COVID-19 symptoms or precautions can participate in Remote Learning. Students who are only out 1-3 days can keep up with work through Google Classroom and can make up assignments as detailed in the Student Handbook.

BEFORE THE FIRST DAY OF SCHOOL

Mandatory Forms

Parents are required to submit any medical exemption forms that may apply (*please contact the nurse directly for more information and requirements*) school.nurse@ccamail.org prior to their child's attendance.

DAILY HEALTH SCREENINGS

Keeping Sick Students Home

Keeping sick students home is the first line of defense and is essential to keeping our community healthy. In keeping with the tradition of our longer term partnership between families and the school, we will rely on families to keep symptomatic children at home. Students who are required to quarantine or are absent for more than 72 hours due to COVID-19 related circumstances will be able to participate in remote learning (as they are able) while absent. We are not implementing access to remote learning for all routine sickness at this time.

Screening

First Line of Screening - Parent/Self-Screening*

The first line of screening happens at home. It is each family's responsibility to screen children before each school day and to keep symptomatic children at home, especially children with temperatures at or over 100.0 degrees. By sending students to school, parents are attesting to their health and acknowledging that they have not knowingly been in contact with an infected person. **Faculty and staff will follow the same screening set forth for students.*

Recognizing COVID-19 Symptoms

- Fever (100.0° Fahrenheit or higher), chills, or shaking chills
- Difficulty breathing or shortness of breath
- New loss of taste or smell

- **Muscle aches or body aches**
- **Cough** (not due to other known cause, such as chronic cough)
- Sore throat, *when in combination with other symptoms*
- Nausea, vomiting, or diarrhea *when in combination with other symptoms*
- Headache, *when in combination with other symptoms*
- Fatigue, *when in combination with other symptoms*
- Nasal congestion or runny nose (not due to other known causes, such as allergies), *when in combination with other symptoms*

Second Line of Screening - Administrators, Faculty, and Staff

Teachers and administrators will monitor students for symptoms at the point of arrival and throughout the day and will ask for a nurse screening should symptoms warrant attention.

Third Line of Screening - School Nurses

Students presenting with any concerning symptoms will be immediately sent to the nurse's office for evaluation. Nurses will follow the protocols developed for assessing symptoms, BINAX-Now testing, contacting parents and recommending any necessary follow-up.



Daily Student Health Assessment Guide for Parents*

Step 1: Check for Symptoms

- Properly take your child's temperature. Is it 100.0 F or higher?
- Is your child displaying any of these symptoms?

☐ Fever (100.0 F or higher), chills, or shaking chills **You must wait 5 mins after eating/drinking to take temperature orally.**

☐ Cough (not due to other known cause, such as chronic cough)

☐ Difficulty breathing or shortness of breath

☐ New loss of taste or smell

☐ Muscle aches or body aches

☐ Sore throat, *when in combination with other symptoms*

☐ Nausea, vomiting, or diarrhea *when in combination with other symptoms*

☐ Headache, *when in combination with other symptoms*

☐ Fatigue, *when in combination with other symptoms*

☐ Nasal congestion or runny nose (not due to other known causes, such as allergies) *when in combination with other symptoms*

If you answer YES to any symptoms do not come to school.

1. Contact your physician.
2. If testing is required, remain at home until results are obtained.
If **negative**, your child may return to school after being fever free for 24 hours without the use of fever-reducing medications, have improvement in symptoms and in accordance with existing school illness management policy.
If **positive**, your child must isolate at home following the quarantine guidelines from DPH.
3. Please notify the school of test result before returning to school.
4. If physician makes an alternative diagnosis for COVID-19 symptoms you may return to school based on recommendations of that alternate diagnosis and in accordance with existing school policy.
5. If your child has COVID-19 symptoms and you *choose not to test*, your child may return to school 10 days after the start of symptoms, after being fever free for 24 hours without the use of fever-reducing medications and have improvement in symptoms.

Step 2: Assess Close Contact/Potential Exposure:

Please answer the following questions:

Has your child had close contact (within 6 feet of an infected person for at least 15 mins) with a person with confirmed COVID-19? This includes the 2 day period prior to the infected person showing symptoms. **If you answer YES do not come to school.**

1. Contact physician for evaluation.
2. Seek testing as directed by physician.
3. All close contacts **must self-quarantine for timeframe dictated by DPH** after the last exposure to the person who tested positive, regardless of test result.

If, after careful assessment, you are not sure whether to come to school, you may call the nurse after 8:00 am for consultation. (978-535-7100 - ask to be connected with the Nurses' Office)

DROP OFF, PICK UP & PARENTS ON CAMPUS

Please note that the parking lot is no longer operating as a one-way around the entire building, as was the case during the construction of the PAAC. We have returned to our normal traffic patterns. The only areas of the parking lot that remain one-way are the entrance, the exit, and the closest lane running parallel to the PAAC.

Morning Drop Off

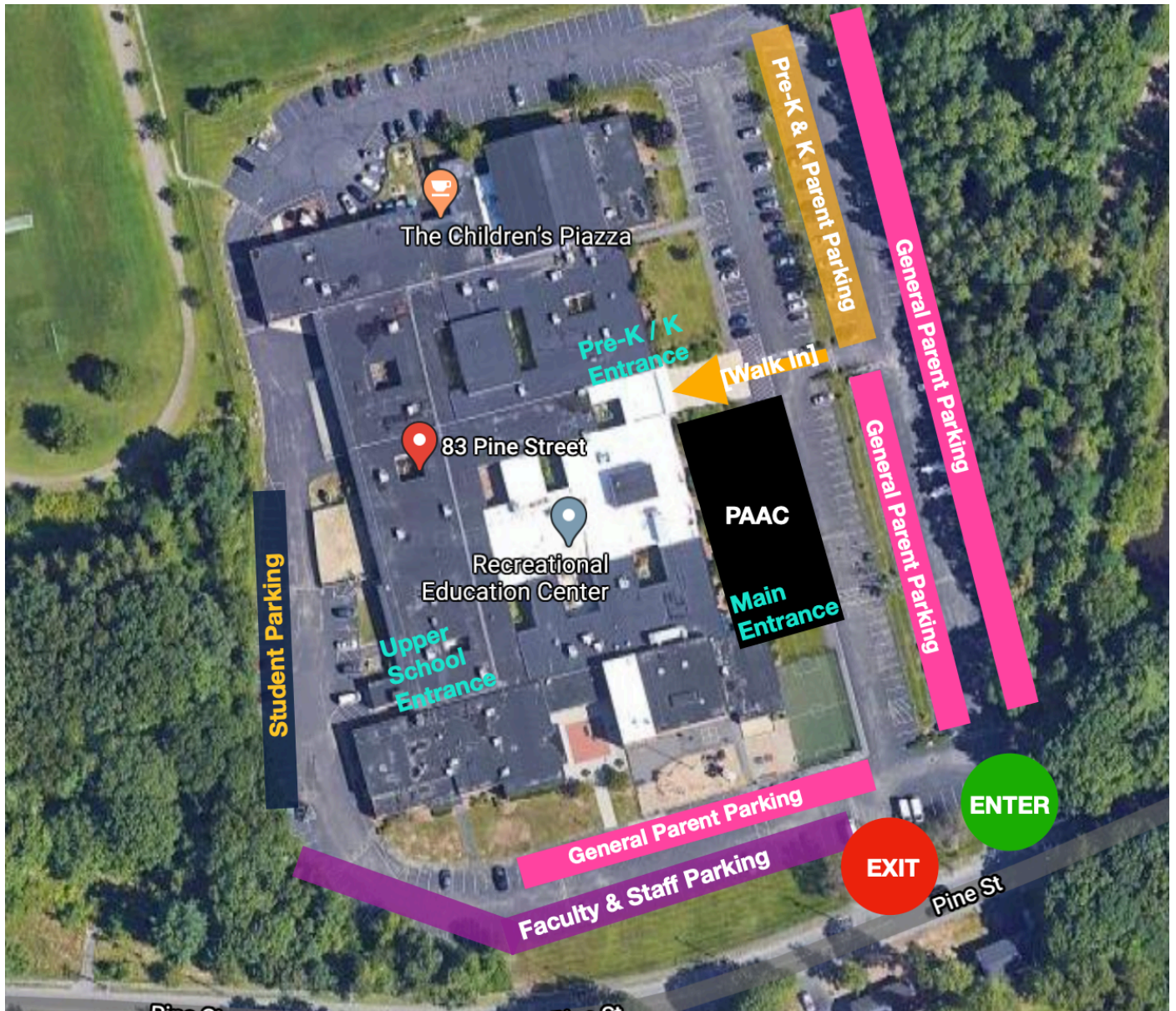
Students arriving before school for morning care may begin arriving at 7:15 am. These students should be dropped off at the courtyard door that leads directly into the cafeteria. *Students may not arrive before 7:15 am.*

USLR Students arriving for regular morning drop off may enter the building at 7:50 am. Upper School classes begin at 8:00 am. Grammar School students may enter the building at 8:00 and classes begin at 8:10 am.

- **Families with students in Pre-K and Kindergarten (and siblings):** Immediately past the PAAC, please park and walk your children into the building at the large central entrance under the “North Shore Education Consortium” sign. When entering the building, please wear a mask. Children from your family who are in other grades may enter through this doorway as well, and will proceed directly to their classrooms. Please park in designated parking spots only.
- **Families with Upper School students ONLY (grades 7-12):** As you enter the parking lot, please immediately turn left and proceed to the Upper School Entrance at the back of the building. Parents may either pull in and park or may simply drop off at the door. *There is no formal carline for Upper School students.*
- **Families with Grammar School Students (and USLR siblings):** Proceed straight into the parking lot with the PAAC on your left. At the first left hand turn proceed left and into the PAAC drop off lane. Your students should be ready to quickly exit the car and proceed into the building. Once you have dropped off your student, proceed into the flow of traffic to the exit.

Afternoon Pick Up

- **Families picking up Pre-K and Kindergarten students** will park and enter the lobby just like in the morning.
- **Families with Upper School Students ONLY (grades 7-12):** As you enter the parking lot, please immediately turn left and proceed to the Upper School Entrance at the back of the building. Parents should pull in and park to wait for their student *There is no formal carline for Upper School students.*
- **Families with Grammar School Students (and USLR siblings):** Proceed straight into the parking lot with the PAAC on your left. Please park anywhere in this first section of the parking lot and walk to the PAAC entrance. Your students will be waiting in the PAAC Gymnasium and will quickly exit the building on your arrival. Once you have picked up your student, proceed to your car and into the flow of traffic to the exit.



Parents on Campus

Parents are once again welcome to enter the building for normal business purposes. Parents must adhere to the school masking guidelines at all times when inside the building.

To begin the year, we will not be allowing classroom volunteers. If health situations should improve, we hope to once again allow parents to volunteer in our classrooms.

PREVENTATIVE MEASURES

On Campus Health and Safety Measures

Face Coverings

Government and health authorities have advocated the effectiveness of face masks in minimizing transmission of the coronavirus. **All members of our community, including faculty, staff, students, and parents, are required to wear face coverings while indoors on campus. Students under the age of 5 are strongly recommended, but not required, to wear a mask.** If an individual arrives on campus without a face mask, a mask will be provided at the Main Office.

Parents can choose the face covering that works best for their students. Single-ply gaiters and buffs will not be allowed. Student face coverings should be considered part of the student uniform. Face coverings may have patterns and colors but words, logos, or silly designs that could be considered distracting will not be permitted. Families are encouraged to use “good sense” when selecting face coverings.

“Mask On” – Face coverings will be worn when:

- Arriving on campus and waiting to enter the building
- When traversing hallways, using restrooms or in any common areas
- Seated at a desk
- Departing campus at the end of school day

“Mask Off” - Face coverings may be removed when:

- Outdoors
- During Mask Breaks (regularly scheduled both inside and outside) with social distancing
- Eating snack or lunch

While we appreciate the challenges that come with the wearing of masks, Covenant reserves the right, at our discretion, to enforce compliance.

You can purchase Covenant Face Masks through our School Store! [click here](#)

Hand Hygiene

We require frequent hand washing or hand sanitizing. Hand washing/sanitizing will be prescriptive at times and built in to all student schedules. Hand sanitizer stations will be available throughout the campus. Younger students will be instructed to wash their hands or use hand sanitizer several times a day. Students will receive instruction on personal hygiene.

Physical Distancing

Covenant will attempt, as reasonable, to keep three feet of physical distance between students when they are seated for learning and eating lunch. Students in grades 1 - 12, will configure classrooms to maintain spacing between students and have assigned classes to rooms that will accommodate each grade's specific enrollment number. *Pre-Kindergarten and Kindergarten classes will not be employing strict 3 foot spacing as it is not practical at this stage of developmental.*

Assigned Seating

While we will no longer be using cohort groups, we will continue to use assigned seating as an important mitigation strategy. Seating charts will be maintained for use when identifying close contacts is necessary. Seating charts will be rotated throughout the year.

Outdoor Learning

Maximizing outdoor time is recommended by health and education authorities and Covenant is blessed with many outdoor areas that can be used for these purposes. Our campus building includes interior open-air courtyards that connect to many classrooms, a large courtyard outside our cafeteria, and access to the Kennedy Fields behind the school building. Faculty will be encouraged to use outdoor spaces for learning when possible. Face coverings are not required outdoors except during periods of high density such as morning arrival and afternoon pickup.

Cleaning

Cleaning and disinfection of campus will continue to be a top priority. Ten electrostatic sprayers utilizing CDC and EPA-approved products have been purchased to assist with deep cleaning procedures. Surfaces that are used frequently will be cleaned and disinfected regularly. Bathrooms, in particular, will receive more frequent cleanings.

Ventilation, HVAC and Air Purification

To assist in ensuring a safe and sanitized school environment, Covenant's standard air filters throughout the building were replaced with True HEPA air filters capable of filtering particles smaller than the size of the COVID-19 virus. Further, medical-grade individual True HEPA air filters with the same capacity were purchased for many classrooms and offices.

Lunch / Cafeteria

Grammar School students will eat lunch in their classroom or outside this year. All student lunches must be peanut/tree nut free. **Upper School** students will eat lunch in classrooms, in the cafeteria, and outdoors this year.

Microwaves will not be available for Grammar School student use at lunchtime, due to students eating in classrooms. Microwaves will be available for Upper School student use, however we are limiting use to WARMING ONLY, not cooking. Please do not send your student with a frozen entree that takes 2-4 minutes to cook. There is not enough time for students to use the microwaves for this purpose. Please limit microwave use to warming only, with a maximum use time of 60 seconds.

We intend to reinstitute vendor offered lunches as soon as possible. We will begin by offering Chick-Fil-A for lunch once a week. We hope to have this up and running by the beginning of October.

Large Group Gatherings, Special Events & Field Trips

Indoor large group gatherings will resume, but will be modified to adhere to safety guidelines. Masks will be required for all large indoor gatherings, including Chapel, assemblies, athletic competitions in the gymnasium, etc. Large gatherings will be held outdoors when possible. At this time, no field trips are being scheduled. We will continue to assess safety measures throughout the year and will reinstate field trips as possible.

Cougar Athletics

In adherence with DESE and MIAA guidance, Covenant will require teams that practice and compete indoors to wear masks. Teams that practice and compete outdoors will not need to be masked.

Fine Arts

The arts are an integral part of the learning experience for every student at every grade level. While we are committed to continue offering arts programming, adaptations to these courses, ensembles and performances are necessary to support the safety of students and staff.

Music classes will be held in larger spaces with adequate ventilation and air exchange. Students will be masked if singing and wind instrument players will wear masks with slits for their mouthpieces. Instrument covers and “puppy pads” for floor absorption and minimization of droplets will be used. Students will have between 3-6 ft of distance as much if possible within classes. Additional protocols are detailed below:

Grades	General Music Classes	Choir	Band	Lesson program
Pre-K - Gr. 3	3' of distance, masked	N/A	N/A	N/A
Gr. 4 - Gr. 12	3' of distance, masked	3 feet of distance minimum, masked	3 feet of distance minimum, masked with bell covers	In person following choir/band protocols

Standard instrumental masks and bell covers will be purchased for each student in the bands and students will be invoiced for those items. *These protocols are subject to change over the year dependent on current guidance and school guidelines.*

MITIGATION MEASURES

Detailed Health Policies and Procedures

Through guidance received from DESE, MDPH, CDC, and local authorities, protocols were developed to reduce risk of COVID-19 infection in the school setting. Through a joint effort of Covenant and its families, we are confident we can and will significantly reduce the risk of exposure to COVID-19. As always, should your child display symptoms of any kind we will love and care for them with the utmost of compassion.

At this point in time, it is very important for all of us to understand:

- **Although risk can never be eliminated, the steps outlined below, coupled with the extensive safety processes and protocols developed during this summer by Covenant, will significantly reduce the risk of infection.**
- **The guidance set forth in this document is subject to change as new information becomes available. Be assured that we will notify you in a timely matter of any modifications.**
- **CCA administration, in consultation with the school physician and Peabody DPH, reserves the right to require COVID-19 testing before a return to school in any individual case it deems prudent to do so.**

CCA Health Services

- The school nurse will be working Monday through Friday, 8:00am to 3:00pm, for the 2020-2021 school year.
- Students/staff members seeking medical attention will wait in the hallway outside the Nurses' Offices.
- Students/staff members needing further care will be seen one at a time inside the Nurses' Office.
- The school nurse will wear only a face mask, unless a patient's signs/symptoms suggest infection. Proper PPE is available as needed for both the school nurse and any other school personnel that gives care to an ill student/staff member.
- Students or Faculty showing COVID-19 signs/symptoms will be tested (with parental permission) using the BINAX-Now rapid test.
- Disinfecting protocols and air filtration (through a medical grade HEPA13 filter air purifier) will apply to the Nurses' Office.

Student/Staff Member Health Assessment

- *Parents/Guardians are required to assess their child(ren) every school morning, at home, for signs and symptoms of illness using the Parent Assessment Guide.* This assessment includes a temperature check. Staff members will self assess at home using the same guide.

- Upon arrival to school, the classroom teacher will visually assess for any observable evidence of illness in his/her students.
- Any student who appears unwell or has complaint of feeling unwell will be evaluated by the school nurse at that time and at anytime during the school day.

In the event that a Student / Teacher tests positive for COVID-19:

- A communication will be sent to same grade level families that there has been a positive test in their student's grade level.
- Students and teachers in classrooms who were in close contact (as defined by the Department of Public Health) with the positive student will be dismissed to the nurse for BINAX-Now testing. Students that are negative will return to class, masked. Negative students that are not vaccinated will be required to be BINAX-Now tested for the next 6 school mornings. **Students that do not wish to submit to testing will need to quarantine.** Vaccinated students are exempt from daily testing. Students that are positive will be dismissed home for additional testing and quarantining. *Our School Nurse is required to obtain parental consent for all testing. Parent consent will be solicited through a communication from the nurse during the first week of school. Detailed information about the Test and Stay program will be provided to parents.*

Though not all members of a classroom or grade may be considered "close contacts", any division (GS, LS, RS) may be closed and cleaned, or required to quarantine, if COVID-19 incidence in the school warrants such action as determined by the Peabody Dept. of Public Health or the school physician.

Communication and Tracing

- If any student/staff member tests positive for COVID-19 or has close contact exposure with an infected person outside of school, CCA must be notified immediately. The School does not offer confidentiality for any health information shared with a faculty or staff member. Employees of schools have a responsibility to share such information to ensure the health and safety of our campus community. Covenant deeply respects and honors every individual's health information. The School only shares information with faculty and staff on a need-to-know basis and only for purposes of keeping the larger population of the School safe.
- CCA will assume responsibility to trace and notify all on campus close contacts.
- The family of the student/staff member will assume responsibility to trace and notify all close contacts within social circles outside of the school day CCA community.
- CCA is required to report every positive case to the Department of Elementary and Secondary Education and to the Peabody Department of Public Health. CCA is also required to provide Peabody DPH the names, addresses, phone numbers and birthdates of all identified close contacts.

Medical Paperwork

- If a student or staff member has a history of confirmed COVID-19 infection, please submit documentation to the school.
- If a student or staff member has documentation of positive serum antibody, please submit documentation to the school.

- If a student or staff member has medical reason for being unable to wear a face mask, please submit a signed medical exemption letter from your physician prior to the start of school.
- Parents are encouraged to voluntarily submit vaccination documentation to the school nurse. At this time, fully vaccinated students are exempt from quarantining and Test and Stay protocols.

Please be sure that your child's mask adequately covers the nose and mouth. If glasses are worn consider a mask that comes up high enough on the face that the glasses can "sit" on the mask, anchoring it to the face and preventing eyeglass "fog". Masks must be brought home daily for laundering and it is therefore recommended that each student have 5-7 masks available.

Please talk candidly with your child about the vital importance of truthful words. We need our children to understand that they must not falsely report feeling ill and they must not refrain from reporting feeling ill when they truly do feel unwell. They need to know that there is no basis for fear of disapproval, judgement, or punishment for feeling ill. And they must understand that false reports will ultimately hurt themselves and others in significant ways.

PROTOCOL FOR POTENTIAL SCHOOL CLOSING

The following protocol will be followed when multiple cases of COVID-19 are present in the school:

1. If there are multiple confirmed COVID-19 cases (students or staff) in the school at one time, or if there is a series of single cases in a short time span, the Administration will work with the local board of health to determine if it is likely that there is transmission happening in school.
2. When there is suspected in-school transmission beyond one grade level or a small number of classes, the Administration must consult with the local board of health as to proposed next steps. These steps could include, for example, making a decision to a) close part of the school or the entire school for a short time (e.g. 1-3 days) for an extensive cleaning or other facility mitigation, or b) close the school partially or fully for the longer duration of a 14-day quarantine period.
3. Before a final decision is made on any school closure, the Administration will consult with Peabody DPH, DESE, our school physician and the Board of Directors for further guidance.

If the decision is made to close for some number of days, Covenant will send clear information and instructions to families and staff:

1. Informing them that it is possible COVID-19 is being transmitted in the school and/or district
2. Noting that there may be more potential cases that are not yet symptomatic
3. Recommending students quarantine and not have contact with others
4. Reminding families of the importance of not having contact with higher-risk individuals (e.g., grandparents)
5. Reminding families of the list of COVID-19 symptoms for which to monitor

6. Ensuring that remote learning is immediately provided to all students

Before bringing students back to school Covenant will:

1. Check inventory levels of needed supplies (e.g., disposable masks, soap, hand sanitizer, cleaning products); re-order replacement inventory
2. Consider a school-wide refresher training on the importance of correct hygiene procedures (masks, physical distance, hand washing)
3. Reiterate the critical nature of masks, physical distancing, and hand hygiene when students return to school.

APPENDIX 1

Department of Elementary and Secondary Education (DESE) Guidance

On July 30th, the Department of Elementary and Secondary Education (DESE) and the Department of Public Health (DPH) released a joint memo on COVID-19 Guidance for Districts and Schools – Fall 2021. In addition to outlining recommendations for school and district policies on masking, the memo also previewed new COVID-19 testing and quarantine response protocols for schools.

Section 1: Key definitions

This section outlines the list of COVID-19 symptoms, provides the definition of a close contact, and outlines situations where close contacts are exempt from COVID-19 testing and quarantine response protocols including isolation, quarantine, and Test and Stay.

COVID-19 symptoms

Below is the full list of symptoms for which caregivers should monitor their children, and staff should monitor themselves.^{1 2}

Unvaccinated individuals and any close contacts presenting these symptoms should follow testing and quarantine response protocols as outlined in Section 2 of this document.

Vaccinated individuals who are not close contacts should follow the testing and quarantine response protocols if they are experiencing symptoms in bold. These individuals may also seek clinical guidance to assess the need for PCR testing if they have other symptoms on this list.

COVID-19 symptoms list:

- **Fever (100.0° Fahrenheit or higher), chills, or shaking chills**
- **Difficulty breathing or shortness of breath**
- **New loss of taste or smell**
- **Muscle aches or body aches**
- Cough (not due to other known cause, such as chronic cough)
- Sore throat, *when in combination with other symptoms*
- Nausea, vomiting, or diarrhea *when in combination with other symptoms*
- Headache *when in combination with other symptoms*
- Fatigue, *when in combination with other symptoms*
- Nasal congestion or runny nose (not due to other known causes, such as allergies) *when in combination with other symptoms*

Definition of a close contact

Close contacts are defined as individuals who have been within 6 feet of a COVID-19 positive individual while indoors, for at least 15 minutes during a 24-hour period.^{3 4} Please note that the at-risk exposure time begins 48 hours prior to symptom onset (or time of positive test if asymptomatic) and continues until the time the COVID-19 positive individual is isolated.

In general, close contacts should follow the testing and quarantine response protocols in Section 2 of this document. **However, certain close contacts are exempted from testing and quarantine response protocols as noted below.**

Close contacts who are exempt from testing and quarantine response protocols

The following close contacts are exempt from testing and quarantine response protocols:

- **Asymptomatic, fully vaccinated close contacts:** Individuals who are asymptomatic and fully vaccinated are exempt from testing and quarantine response protocols.
- **Classroom close contacts:** An individual who is exposed to a COVID-19 positive individual in the classroom while both individuals were masked, so long as the individuals were spaced at least 3 feet apart, is exempt from testing and quarantine response protocols.
- **Bus close contacts:** Individuals on buses must be masked according to federal requirements. As such, individuals who are masked on buses when windows are open are exempt from testing and quarantine response protocols.
- **Close contacts who have had COVID-19 within the past 90 days:** An individual who has been previously diagnosed with COVID-19 and then becomes a close contact of someone with COVID-19 is exempt from testing and quarantine response protocols if:
 - The exposure occurred within 90 days of the onset of their own illness AND
 - The exposed individual is recovered and remains without COVID-19 symptoms.

³ Note: To be a close contact, the 15 minutes must occur within a 24-hour period. Multiple brief or transitory interactions (less than a minute) throughout the day are unlikely to result in 15 minutes of cumulative contact and do not meet the definition of close contact.

The following information outlines the testing and quarantine response protocols for SY 2021-22 that are applicable to Covenant from this guidance.

Section 2: Recommended testing and quarantine response protocols

This section outlines testing and quarantine response protocols for individuals – students and staff – who test positive for COVID-19, close contacts who are not exempt from testing and quarantine response protocols, and symptomatic individuals. Each scenario outlines the duration of any recommended quarantine or isolation, the conditions to be met in order for the individual to return to school, and any additional considerations.

Overview of Protocol Categories:

- Protocol A: For individuals who test positive for COVID-19
- Protocol B: Protocol for asymptomatic close contacts
- Protocol C: Protocol for symptomatic individuals

Protocol A: For individuals who test positive for COVID-19

Protocol A for individuals who test positive
<ul style="list-style-type: none">• Duration: Self-isolation for COVID-19 positive cases is a minimum of 10 days after symptom onset or after positive PCR or antigen test, if asymptomatic.• Return to school: After 10 days⁵ and once they have:<ul style="list-style-type: none">○ Been without fever for 24 hours (and without taking fever-reducing medications); and○ Experienced improvement in other symptoms; and○ Individuals who do not meet these criteria after 10 days may receive clearance from either public health authority contact tracers (the local board of health or Community Tracing Collaborative) or school health professional before returning to school.• Note: Return to school should be based on time and symptom resolution. Repeat testing prior to return is not recommended.

Protocol B: Protocol for asymptomatic close contacts

Close contacts who are not exempt from testing and quarantine response protocols and are asymptomatic follow the guidelines in Protocol B below. Please recall that all asymptomatic, fully vaccinated individuals are exempt from close contact testing and quarantine response protocols and therefore do not need to follow Protocol B. However, fully vaccinated individuals are expected to monitor for symptoms and stay home and get tested if they experience symptoms, in alignment with statewide guidance⁶ and Protocol C.

Note: In some cases, individuals may be asked to follow specific testing and quarantine response protocols (including durations for quarantine/isolation) provided by contact tracers or local health officials which may differ from the recommended protocols below.

Protocol B for asymptomatic close contacts who are not exempt from testing and quarantine response protocols
<p>Districts who participate in the statewide COVID-19 testing program or another similar testing program are strongly encouraged to utilize the new Test and Stay (B-1) protocol option to minimize the amount of time individuals are out of school. This testing and quarantine response protocol has been shown to be generally equivalent to quarantine for school-based contacts, and a safe alternative to at-home isolation.⁷ If schools choose not to participate in the statewide COVID-19 testing program and do not participate in a similar testing initiative, unvaccinated individuals follow the traditional quarantine (B-2) protocol.</p> <p>Individuals who are part of the Test and Stay protocols may be eligible to participate in school sports and extracurricular activities, provided that they are in compliance with the applicable protocol. For events and sports that take place on non-school days, testing will still be required on those days to participate.</p> <p>As part of Test and Stay, quarantine is still strongly recommended for individuals outside of school settings.</p>

Protocol B-1 (Recommended): Test and Stay

- **Duration of Test and Stay:** 7 days from the date of exposure
- **Return to School:** Close contacts can remain in school and do not have to quarantine, as long as they:
 - Are asymptomatic
 - Wear masks in school at all times, other than when eating or drinking. When these individuals cannot be masked (i.e., when eating or drinking) they should maintain 3 feet of distance from other individuals to the extent feasible.
 - Take a rapid antigen test (e.g., BinaxNOW) on each school day and receive a negative result. When the 7 days from date of exposure includes weekends or holidays, individuals should quarantine on weekends, and if they remain asymptomatic, upon return to school be tested immediately. If the individual remains negative, they can stay in school.
 - Conduct active monitoring for symptoms through day 14, and self-isolate at home if symptoms develop.
- **Note:** If an individual has symptoms at the time they are designated as a close contact or develops symptoms during the Test and Stay period or the 14 days following initial exposure, they should follow the protocol for symptomatic individuals (Protocol C). If an individual tests positive at any time, they should follow the protocol for individuals who test positive for COVID-19 (Protocol A).

Protocol B-2: Traditional protocol (if school does not have access to rapid daily testing or family or adult individual chooses not to participate in Test and Stay)

- **Duration:** Quarantine is at least 7 days from the date of exposure
- **Return to School:** After 7 days, returning on day 8, provided that they:
 - Remain asymptomatic
 - Receive a COVID test (PCR or rapid antigen) on day 5 or later and receive a negative result
 - Conduct active monitoring for symptoms through day 14, and self-isolate if symptoms develop.
- **Note:** If an individual has symptoms at the time they are designated as a close contact or within the 14 days following initial exposure, they follow the protocol for symptomatic individuals (Protocol C). If an individual tests positive at any time, they follow the protocol for individuals who test positive for COVID-19 (Protocol A).

Protocol B-3: Alternate protocol for those who choose not to receive a COVID test

- **Duration:** Quarantine is at least 10 days from the date of exposure⁸
- **Return to School:** After 10 days, returning on day 11, provided that they:

- Have not experienced symptoms up to this point
- Conduct active monitoring for symptoms through day 14 and self-isolate if symptoms develop.
- **Note:** If an individual has symptoms at the time they are designated as a close contact or within the 14 days following initial exposure, they follow the protocol for symptomatic individuals (Protocol C). If an individual tests positive at any time, they follow the protocol for individuals who test positive for COVID-19 (Protocol A).

Protocol C: Protocol for symptomatic individuals

Protocol C applies to **vaccinated and non-vaccinated individuals** who experience the COVID-19 symptoms listed in Section 1 applicable to their status.

Protocol C for <u>symptomatic</u> individuals:
Protocol C-1 (Recommended): Return to school post-symptoms with test
<ul style="list-style-type: none">• Duration: Dependent on symptom resolution• Return to School: Individuals may return to school after they:<ul style="list-style-type: none">○ Have received a negative PCR test result for COVID-19. Note: So long as the individual is not a close contact, if a medical professional makes an alternative diagnosis for the COVID-19-like symptoms, the individual may use this recommendation (e.g., for influenza or strep pharyngitis) in lieu of a PCR test.○ Have improvement in symptoms○ Have been without fever for at least 24 hours without the use of fever-reducing medications.• Note: If the symptomatic individual was a <u>close contact</u> who is not exempt from testing and quarantine response protocols, after symptoms resolve and they receive a negative PCR test, they should follow Protocol B-1 for Test and Stay.<ul style="list-style-type: none">○ If Test and Stay is not available or the family or adult individual opts not to participate, they follow Protocol B-2 or B-3.
Protocol C-2: Alternative protocol for symptomatic individuals who are not close contacts and choose not to receive a COVID test to return to school
<ul style="list-style-type: none">• Duration: Isolation is at least 10 days from symptom onset⁹• Return to School: After 10 days, returning on day 11, assuming they:<ul style="list-style-type: none">○ Have improvement in symptoms○ Have been without fever for at least 24 hours without the use of fever-reducing medication.

APPENDIX 2

Investments Made for COVID Mitigation

Following the guidance and recommendations of State and local health officials, global health organizations, lessons learned from schools that have opened overseas, and current best practices, Covenant made the following investments during the 2020-21 school year.

To ensure that our campus is as sanitized and clean as possible, medical-grade cleaning tools and products were purchased. Enhancements were made to the facility itself, with the complete conversion of all HVAC air filters to True HEPA (99.97% particle filtration) air filters capable of filtering particles smaller than the COVID-19 virus. Individual medical-grade HEPA13 (99.99% particle filtration) air filters were also purchased for classrooms and offices. The School is prepared with an abundant supply of masks, gloves, and other personal protection equipment, including touchless infrared thermometers and the purchase and installation of several hand sanitizing stations. A six month supply of all anticipated cleaning products and solutions were purchased. Covenant will purchase additional equipment as necessary.

Realizing that the need exists for a family, a grade, or the School to turn to remote learning, Covenant doubled its wireless connectivity capacity and increased its network bandwidth by 500%. Document cameras, voice amplifiers, and other teaching tools were purchased and computer lab computers were re-purposed to ensure seamless and efficient continuous learning whether in the classroom or out. New desks were purchased.

Please see below for a detailed list of preparations.

Facilities

- All facility air filters replaced with True HEPA (99.97% particle filtration) air filters
- Individual medical-grade HEPA13 (99.99% particle filtration) air filters in each classroom and offices
- Additional custodial cleaning scope to include daily disinfecting
- Electrostatic sprayer and medical-grade sanitizing and disinfecting cleanser
- Build out of 2,000 square feet of storage to accommodate more classroom desk distance
- Installation of dedicated bathroom in nurses office
- Installed additional hands free water bottle filler for student use

PPE

- Masks
- Space Dividers
- Gloves
- Hand Sanitizing stations
- Infrared/touchless thermometers

Technology

- Upgraded Fiber Line into building to ensure seamless remote access (500/500)

- Doubled the number of Wireless Access Points in the building
- New projectors and audio amplifiers to ensure students can see / hear instruction in modified spaces.
- Full integration and implementation of the G Suite enabling Google Classroom at all grade levels for faculty and students.
- Creation of Remote Teaching portable iMac stations for Live Stream Learning.

Classrooms

- Replaced some discussion-style tables with appropriately-sized desks
- Individual Storage Crates and Containers
- Voice Amplifiers as needed
- Teaching Carts for USLR faculty and Specialists (Art, Music, Library)
- Individual curriculum and learning materials to avoid the sharing of materials

Staff

- Full Time Nurse
- Additional Teacher Aides

APPENDIX 3



COVENANT
CHRISTIAN ACADEMY

COVENANT CHRISTIAN ACADEMY

Assumption of Risk; Release and Waiver of Liability: COVID-19

This is a legal and binding agreement made in consideration of my student's enrollment at Covenant Christian Academy, which, when signed, will permanently limit my ability to recover from Covenant Christian Academy, Massachusetts ("Academy") for injuries or losses my student may sustain as a result of attending the Academy. I agree as follows:

The Academy is a non-profit educational institution. References to the Academy include its officers, faculty, administrators, trustees, employees, volunteers, agents, and participating organizations. References to "my student" means my child who is enrolled at Covenant Christian Academy. I understand that I am signing this release and waiver on behalf of my student and it binds me and my student.

The novel coronavirus which causes COVID-19, has been declared a worldwide pandemic by the World Health Organization. As well, the Governor of the Commonwealth of Massachusetts declared a state of emergency as a result of the pandemic. COVID-19 is reported to be extremely contagious. The state of medical knowledge is evolving, but the virus is believed to spread from close person-to-person contact, through respiratory droplets, and may be spread from contact with contaminated surfaces and objects. COVID-19 may also be spread by people who do not show and are not experiencing any symptoms. The exact methods of spread and contraction are unknown, and there is no known treatment, cure, or vaccine for COVID-19. Evidence has shown that COVID-19 can cause serious illness.

I acknowledge that the Academy, while following governmental requirements, nonetheless, cannot prevent my student from becoming exposed to, contracting, or spreading COVID-19 while at Academy.

I, personally and on behalf of my student hereby **VOLUNTARILY ASSUME ALL RISKS RELATED TO COVID-19** including death, injury or illness and damage or loss of property. I hereby **WAIVE AND RELEASE** the Academy from any cause of action, claims, or demands of any nature whatsoever, in connection with my student's exposure, infection, and/or spread of COVID-19, and understand that this waiver means I give up any right to bring any claims including for personal injuries, illness, permanent disability, death, property losses, or any other loss, including but not limited to claims of negligence and give up any claim I or my student may have to seek damages, whether known or unknown, foreseen or unforeseen.

This agreement shall be construed and enforced in accordance with Massachusetts law and I consent to the jurisdiction of said state. I expressly agree that this waiver and release is intended to be as broad and inclusive as permitted under Massachusetts law and that if any portion hereof is held invalid, it is agreed that the balance shall, notwithstanding, continue in full legal force and effect.

I, as a parent or legal guardian of my student, a minor under 18 years of age, hereby consent to the terms and conditions set forth in this release form. My signature below indicates that I have fully read and freely signed this agreement, and I understand that by signing this form, I am giving up legal rights and/or remedies which may be available to me or my student with respect to the Academy and any parties listed above. I further certify that I am legally competent to sign this agreement. I further understand that the terms of this agreement are legally binding, and I certify that I am signing this agreement after having carefully read and understood the same, of my own free will.

BY SENDING MY CHILD TO SCHOOL EACH DAY, I ACKNOWLEDGE THAT I WILL BE CERTIFYING THAT

- **MY CHILD IS NOT EXHIBITING COVID SYMPTOMS AND,**
- **MY CHILD HAS HAD NO KNOWN CONTACT WITH ANYONE DIAGNOSED WITH COVID-19.**

Parent/Guardian Signature: _____

Print name: _____

Print Student name: _____

Date: _____