

## Educator Bill of Rights During COVID-19

Report COVID-19  
information in your  
school to **COVID-19**  
*Tracker In Our  
Schools*



### Right to Educate:

Educators have the right to educate in a safe and secure environment.



### Right to Testing:

Educators have the right to get a COVID-19 test whenever they feel it is appropriate regardless of what their administration requires.



### Right to Organize:

Educators have the right to organize individuals to address concerns, including engaging a school district safety committee, school board members, other elected representatives, community members, and/or parents without retaliation or discrimination.



### Right to Report:

Educators have the right to report violations in their workplace of an employer's "clear deception" of COVID-19 reporting, protocols, practices and other health violations, without retaliation or discrimination.



### Right to Technology:

Educators have the right to employer-provided technology devices and professional development to provide high-quality remote instruction.



### Right to Reasonable Accommodations:

Educators have the right to ask for reasonable accommodations

if they have an underlying health condition that puts them at greater risk for infection, serious illness, or death if infected with the COVID-19 virus.



### Right to Assistance:

Educators have the right to ask for assistance from colleagues, the district administration, school board, superintendent and their local association in dealing with the challenges of COVID-19.



### Right to Request:

Educators have the right to request colleagues and students uphold district mandates, including the wearing of face coverings and physical distancing during the workday.



### Right to Request/ Paid Leave:

Educators have a right to utilize all applicable paid and unpaid leave (i.e., sick, family, and emergency leave) provided under state and federal law and local employment policies.

(1) Educators who have been advised by a health care provider to self-quarantine related to COVID-19 or who are seeking treatment for COVID-19 symptoms have the right to request paid leave in accordance with their local association contract, board policies, as well as up to 10 days (80 hours) of paid leave under the Families First Coronavirus Response Act (FFCRA).

(2) Educators who are unable to work because of a need to provide care for a family member who is sick or subject to quarantine due to COVID-19, have a right to request paid leave under the local association contract, board policies, as well as up to 10 days (80 hours) of two-thirds paid leave under the FFCRA.

(3) Educators whose school or childcare provider is closed due to COVID-19 and who are unable to work due to a need to provide childcare for a child, have the right to request up to 10 days (80 hours) of paid leave up to two-thirds of an employee's daily rate of pay (up to \$200/day) for employees under the FFCRA.

(4) Educators who have been employed for at least 30 days have a right up to an additional 10 weeks of paid expanded family and medical leave at two-thirds the employee's regular rate of pay where an employee is unable to work due to a bona fide need for leave to care for a child whose school or child care provider is closed or unavailable for reasons related to COVID-19 under the FFCRA.



### ISEA Members:

Educators who are ISEA members have the right to ISEA representation in accordance with the ISEA legal assistance policy.

Again, please use the *COVID-19 Tracker In Our Schools* to report COVID-19 in your school, go to: <https://iowacovid19tracker.org/covid-19-in-our-schools/>

**Questions?** Contact your ISEA UniServ Representative at 1-800-445-9358!