

COVID-19 Guidance: End of Certain Emergency Directives

Issued: June 11, 2020

Purpose

As the state's health indicators continue to improve, the conditions under the Governor's state of emergency directives will be relaxed. This guidance document outlines the major elements of the Governor's emergency directives that are no longer required of school districts and explains the implications for districts going forward.

Payment of School Staff

In the Governor's directive requiring the orderly dismissal of schools, the Governor required schools to continue to provide instruction remotely, to provide meals to students and to support the childcare needs of essential persons. School districts were directed to continue to pay school staff, regardless of whether employees were required to report to work to support the emergency response. As of July 1, 2020, this requirement is lifted.

After July 1, 2020, school districts should follow normal policies, collective bargaining agreements and labor laws with regard to payment of employees and employee use of sick leave. School districts should be aware that certain provisions of the federal Families First Coronavirus Response Act may apply to employees who are unable to return to work. More information is available from the [U.S. Department of Labor](https://www.dhs.gov/equity-practice).

Use of School Facilities

In the Governor's directive requiring the orderly dismissal of schools, the Governor declared all school activities cancelled until April 6, 2020, which was then extended until the end of the 2019-2020 school year. The directive has not been extended beyond the end of the school year. Accordingly, once the school year has concluded in a school district, the district may resume school activities and use of school facilities, on the condition that those activities must comply with guidance from the [Department of Health and the Agency for Commerce and Community Development](https://www.vermont.gov/business/essential-employees).