

MEMORANDUM

To: All APS Employees

From: Dr. Meria Joel Carstarphen, Superintendent

Date: June 5, 2020

Subject: Message to the Community, Payroll Update and Athletics Phase I Summer Conditioning

Team, I invite you to read my latest blog and message I shared with the community today called [*A Shared Struggle in the Crisis – Standing Up for Racial Justice and Equity*](#). I wanted to remind everyone that although we are apart, we are in this together! We will find strength as we confront the hurt, pain, disappointment, and other emotions that have resurfaced because of the racial injustice crisis. We are 52,000 students and 6,000 staff members strong. With caregivers and parents, the APS community stands at easily more than 100,000 good people who can make a difference. Our district has supported peaceful demonstrations against gun violence and climate change. It has stood with students and staff, embracing their leadership and growth in civic engagement and the meaningful impact it can have on social change. We can all do something to dismantle systemic racism because black lives matter!

I also have additional information to share with you regarding athletics and the end of June pay date. As a reminder, through at least June 30th, schools, central office, and other auxiliary sites will remain closed to the general public. Central office and summer employees continue to be able to come into office sites as needed, with supervisor approval.

Supervisors are asked to ensure that social distancing measures continue to be followed and personal protective equipment (PPE) is worn. School-based employees may enter buildings as needed according to the summer cleaning schedule with prior approval. A decision for the potential for offices to reopen in July will be made and communicated in the near future in alignment with the planning process for the reopening of school.

Pay Date on June 30

Typically at this time of year, we would be running a summer schedule with four-day work weeks and shutting down for the 4th of July week. Under that schedule, we would have been paying employees on June 24th instead of June 30th. Since we are no longer doing the summer schedule and are no longer closed for the 4th of July work week, we will go back to our regular payroll schedule and issue paychecks on June 30th.

Athletics Return to Play Recommendations for Phase I: Summer Conditioning

I want to make you aware of an important decision we've made related to summer conditioning for a few high school sports in light of a recent decision by the Georgia High School Association (GHSA). APS will reopen sports workouts for only fall high school (GHSA) sanctioned sports

(cheerleading, boys and girls cross country, football, girls flag football, girls softball, and volleyball) on Monday, June 15.

We made this decision to create an opportunity for our high school athletes to prepare for fall sports while we balance the health and safety of everyone amid the COVID-19 pandemic. The District will adhere to GHSA guidelines in these activities, and all GHSA sanctioned sport workouts are voluntary, meaning that student-athletes choose to participate in conditioning on their own accord.

Please note that middle school sports remain suspended pending further diagnosis from GHSA and the Centers for Disease Control for additional guidance. Also, this is not a decision regarding the reopening of schools or the use of APS facilities by the public. Community access to APS schools, buildings, and facilities remains restricted until further notice. However, we are allowing Phase I of summer conditioning for the sports mentioned above so our high school students can participate in what GHSA has opened up for the summer.

These recommendations do not mean that a final decision has been made on whether sports will be played in the fall. We don't yet know from GHSA when a decision will be made about fall sports.

Per GHSA and District guidelines, we are limiting Phase I summer conditioning to groups of 20 persons, including coaches, for all workouts per sport, across all times at each campus/facility. There can be no more than 20 athletes and coaches at any workout location at any given time. Parents/caregivers, onlookers, visitors, and anyone else who is not part of that 20-person athletic group will not be allowed on APS campuses. Parents who drop off their children must leave the campus and return to pick up their children after workouts have been completed. Walkers, exercise groups, or outside groups are not allowed on APS campuses at any time.

Teams and athletes for the six fall high school GHSA sanctioned sports can resume restricted voluntary workouts under their coaches' supervision. The approved workouts are for conditioning only. No scrimmages or equipment is allowed during this Phase I conditioning such as balls, gloves, bats, nets, etc.

We are limiting workouts to 90-minutes per session, and workouts will be scheduled using as many hours of the day as possible to maximize the number of students who can condition while minimizing the number of people on campus at any given time.

The Athletics Department will establish a sign-in station where all athletes and coaches must check in and have their temperatures checked. Those exceeding a temperature of 100 degrees will be sent home immediately. All athletes and coaches must then report directly to their pre-assigned workout locations. As with all employees who are coming to work sites, coaches will be wearing their personal protective equipment (PPE). Anyone violating those guidelines will be dismissed from conditioning sessions.

No water fountains or water cows will be allowed. Athletes should bring their own water bottles or schools will provide single-use paper cups. Teams cannot use the locker rooms. Students must come dressed from home and return home. For anyone who wishes to use the weight room, it must be wiped down before and after each use. Participants must maintain social distancing, and masks or face coverings are recommended for conditioning but are required in the weight rooms.

Groups should be the same individuals (including coaches) for each session to limit the risk of exposure. Students or coaches cannot change groups for the duration of this guidance, and no visitors are allowed at conditioning sessions. The District will conduct frequent and random monitoring of all activity with high school and athletic department leaders reviewing progress with coaches at the end of every week.

[Please click here to read our Athletics Return to Play Recommendations for Phase I: Summer Conditioning](#) in its entirety. I will continue to keep you updated on this topic as GHSA makes additional decisions.

That's all for now. Have a great weekend, and please stay healthy and safe. Air hugs to you all!

Meria