



Safe Return to Campus

Wisconsin Technical College System

Wisconsin Technical College System employees have the safety of our students, staff and communities at the top of our minds as we transition back to campuses. Together, members of the American Federation of Teachers-Wisconsin (AFT-Wisconsin) and Wisconsin Education Association Council (WEAC) urge the state and individual campus administration of the Wisconsin Technical College System to use the Safe Return to Campus platform to discuss safety with faculty and support personnel, and to establish best practices and policies. This platform focuses on delivering effective and equitable educational services; keeping students and staff healthy; and creating safe environments.

Delivering Effective and Equitable Educational Services

- Call for immediate and significant federal emergency stabilization aid and state budget support, through resolutions from each technical college, in order to stabilize staffing and programs, educate students and safely reopen.
- Prevent cuts to essential services and programming on which communities depend.
- Maintain and expand licensed mental health support for students and staff.
- Assure the most effective instructional delivery through manageable workload policies, including the appropriate staffing levels per full-time teacher equivalent.
- Allow for remote services and similar course accommodations, where appropriate, to keep students safe when in-person instruction poses a substantial risk.

Keeping Students and Staff Healthy

- Train all staff on risk factors and protective measures.
- Invest immediately in safety equipment including all necessary personal protective equipment, using federal funds if necessary.
- Require all students and employees to wear protective N95 face masks inside any campus facility. Colleges should provide masks for staff, faculty, students and guests. Service providers or colleges should provide masks for any contracted service members.
- Stagger entry times and number of students attending at a given time to better manage protocols and safety measures. Create new and creative scheduling to allow for greater social distancing (hybrid, nights, weekends, limited in-person class sizes, etc.).
- Protect and accommodate vulnerable staff and students with added remote setting options. Health information should remain confidential.

- Ensure there is not an expectation of employees waiving rights to damages due to employer negligence.
- Establish clear protocol for transparent communication with students and staff in the case that any person who tested positive for COVID-19 spent time on campus (within eight hours of obtaining a positive test result).
- Regularly test all employees who routinely have face-to-face contact with students.
- Meet and confer on all contract and employee handbook variances sought to mutually address flexibility needs.
- Directly pay (or reimburse) all costs for employees to get tested, treated and vaccinated for COVID-19.

Creating Safe Environments

- Refrain from opening campuses to the public and for regular business until all Badger Bounce Back criteria have been met.
- Establish safety committees in each workplace including non-supervisory employees who are elected by their peers or appointed by local associations.
- Set hours of operation and scheduling that allows for thorough cleaning and sanitation on a regular basis. Procedures for the cleaning and sanitation of work and instructional spaces and equipment should be delineated and agreed upon in advance by all stakeholders. The college maintains the ultimate responsibility for maintaining a safe and clean work site.
- Establish an entry and screening process that includes: a check-in procedure for anyone entering a facility; daily temperature checks of all students and staff as they enter facilities to identify and send home anyone who may be infected; and handwashing with soap or hand sanitizer upon entry.
- Restructure spaces utilized to enable social/physical distancing protocol including six foot distance and cough/sneeze barriers.
- Adjust work and instructional schedules that reduce the total number of employees in a building at a given time.
- Limit nonessential use of buildings by non-staff and non-student populations.
- Follow CDC and ASHRAE guidelines for building readiness and reopening. Perform needed heating, ventilating and air conditioning (HVAC) system maintenance, including filter changes, and run HVAC equipment, prior to re-occupancy. Once re-opened, provide flushing two hours before and post occupancies. For buildings without the capacity to treat large quantities of outside air and when outside air conditions are moderate, open all windows for a minimum of two hours before reoccupation.

Returning to campus safely requires collaboration between Wisconsin Technical College System employees and their unions, students, administrators, boards and community members. All stakeholders should be involved in discussions, implementation, re-evaluation and modifications of the best practices and policies needed to reopen safely.