**Our preschool is reopening for essential workers next week, but since it is only a small number of kids, we will not need to have our entire staff come out of furlough.
Can we be selective on which staff comes back and to what degree?**

* Yes, you can be selective…the important thing is to not discriminate in picking those who would return
* We would suggest sticking to the guidelines set forth by licensing, then also choose those who will return based on seniority and experience with the age level needed.

**What if some teachers are still spooked about COVID-19 and refuse to come back until Fall session?**

* We suggest moving those teachers to the bottom of your activation list, especially if they are from a higher risk group.
* However, if they don’t have any real reason why except fear, ultimately that is not a protected reason.
* If you get to the point where you need a certain teacher to return but they refuse to come back, then you can hire someone else in their place.

**What if some teachers aren’t sure at all about coming back since unemployment (for some) is a better deal?**

* The extra $600/week from unemployment does allow for some workers to make more on unemployment than working.
* But that extra amount ends July 30th so by the time the fall hits, that should not be as much of an issue.
* Also note that each time they certify their weekly unemployment, they are asked by if they were offered work and turned it down.  If they are offered work and turned it down it would affect their unemployment.

**Can we move remaining staff from furloughed to laid-off if we only get 50% of the student body returning for the summer session?  Then what happens to health care for those teachers?**

* If it is possible to remain furloughed and you want those teachers to ultimately come back, we would suggest extending their health insurance until you can recall them from furlough.
* However, if you ultimately want to cut them loose, then it would be considered a layoff and if you later rehire any of them, you would need to go back through the entire rehiring process again.

**We got a PPP loan so we plan on paying all of our preschool workers whether they are working or not.  How can we get the teachers I need to come back when they would make the same amount staying home instead?**

* For those who are not actively teaching, consider paying 75-80% of their normal wages.
* For those who are working, give them “hazard pay” and add an additional 20-25% on top of their normal pay.  It can be a daily or weekly bonus
* As your attendance increases and you start recalling your teachers, be sensitive to those teachers who are older or have pre-existing conditions that make them higher risk and put them at the bottom of the recall list.
* Assign those teachers who are not in the classroom at home projects and goals to be working on.
* Many schools are getting creative with offering online classes and newly created resources for the students and to help parents.  Some ideas include:
	+ Checking in with families weekly,
	+ Doing virtual “gatherings” for the kids doing storytime or singing
	+ Create activity sheets for kids
	+ Come up with resources, crafts, and ideas for families to do with their kids
	+ Record online “classes” for kids that have enrichment…these could also be something you use at a later time for additional income if needed
	+ There are a gazillion ideas out there – have your people utilize this time well and make your program more diverse and robust