



**Association of Texas
Professional Educators**
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Dear Superintendent:

The Association of Texas Professional Educators, the largest community of educators in Texas, is deeply concerned about the health and safety of our state's students and educators, as well as the potential for widespread disruption to the instructional environment during the 2020-21 school year. ATPE is here to support our state's educators as you meet the challenges presented by the COVID-19 pandemic.

To that end, based on the concerns expressed by our membership through surveys, emails, and requests for legal representation, ATPE has developed a list of recommendations we urge school districts to implement in response to the pandemic. We believe these recommendations will assist your district in meeting staff challenges as well as address many common educator concerns.

ATPE urges school districts to:

- Implement an orderly and objective process to solicit and consider individual staff health concerns to make the most appropriate accommodations, including staff assignments, consistent with the Americans with Disabilities Act.
- Grant a requested contract release or refrain from pursuing a complaint with the State Board for Educator Certification if a staff member employed under contract resigns solely due to a health concern that cannot be accommodated in a way that ensures the staff member's health or the health of an at-risk family member.
- Provide paid administrative leave for any staff member ordered to quarantine because of a work-related exposure or suspected exposure to COVID-19, or implement a sick leave bank or sick leave pool specific to the needs of staff ordered to quarantine because of a work-related exposure or suspected exposure to COVID-19.

ATPE has additional recommendations for school district consideration that may be reviewed at atpe.org/covid-recs.

In addition, please visit our COVID-19 FAQs and Resource page, atpe.org/coronavirus, which may be a helpful resource for your staff as your employees navigate this rapidly changing environment.

ATPE wishes you, your staff, and your students the best during this difficult time. Please let me know if ATPE can be of any assistance to you.

Sincerely,

Shannon Holmes, Ed.D.
ATPE Executive Director

Your Ally. Your Voice.

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