



The University of Vermont

To: UVM Non-Represented Employees
From: Jes Kraus, Chief Human Resources Officer
Date: July 29, 2020
RE: Impact of K-12 Fall School Schedule

Many Vermont school districts recently announced measures to reduce the number of students who are physically present at school every day to help reduce risks associated with COVID-19. Some of these measures include a hybrid model that combines in-person and remote instruction on different days for the fall semester.

While K-12 schools are doing their best to mitigate the potential spread of COVID-19, the prospect of a hybrid schedule where children will be learning from home several days a week may raise concerns for parents or guardians about their ability to juggle work and parenting or childcare responsibilities.

When K-12 schools closed last spring, the University made clear its intent to allow as much flexibility as possible for parents adapting to the “new normal” of assisting their kids with remote learning. These measures will remain in place for the fall semester, and include:

- The availability of telework for employees whose jobs permit them to work remotely, even if they are non-exempt;
- Flexibility in scheduling, to allow employees to structure their hours around parenting obligations, consistent with the University’s business needs;
- The availability of Public Health Emergency Leave (up to 12 weeks cumulatively, at 67% of salary) through December 31, 2020, regardless of whether an employee has used FMLA for another purpose during the preceding 12 months.

For details or additional information about any of these options, please see the [Employee FAQs](#), or contact your Labor and Employee Relations Professional.