

Educator Bill of Rights During COVID-19



KNOW YOUR RIGHTS



Right to Teach:

Educators have the right to teach in a safe, secure, orderly environment.



Right to Organize:

Educators have the right to organize individuals to address concerns, including engaging a school district safety committee, school board members, other elected representatives, community members, and/or parents.



Right to Report:

Educators have the right to report violations of safety requirements to the Nebraska Departments of Education, Health, and/or Labor.



Right to Reasonable Accommodations:

Educators have the right to ask for reasonable accommodations if they have an underlying health condition that puts them at greater risk for infection, serious illness, or death if infected with the COVID-19 virus.



Right to Assistance:

Educators have the right to ask for assistance from colleagues, the district administration, school board, superintendent and their local association in dealing with the challenges of COVID-19.



Right to Request:

Educators have the right to request colleagues uphold district mandates, including the wearing of masks and physical distancing during the workday.



Right to Technology:

Educators have the right to employer-provided technology devices and professional development to provide high-quality remote instruction.



Right to Request/ Paid Leave:

(1) Educators who have been advised by a health care provider to self-quarantine related to COVID-19 or who are seeking treatment for COVID-19 symptoms have the right to request paid leave in accordance with their local association contract, as well as up to 10 days (80 hours) of paid leave under the Families First Coronavirus Response Act (FFCRA).

(2) Educators who are unable to work because of a need to provide care for a family member who is sick or subject to quarantine due to COVID-19, have a right to request paid leave under the local association contract, as well as up to 10 days (80 hours) of two-thirds paid leave under the FFCRA.

(3) Educators whose school or childcare provider is closed due to COVID-19 and who are unable to work due to a need to provide childcare for a child, have the right to request up to 10 days (80 hours) of paid leave up to two-thirds of an employee's daily rate of pay (up to \$200/day) for employees under the FFCRA.

(4) Educators who have been employed for at least 30 days have a right up to an additional 10 weeks of paid expanded family and medical leave at two-thirds the employee's regular rate of pay where an employee is unable to work due to a bona fide need for leave to care for a child whose school or child care provider is closed or unavailable for reasons related to COVID-19 under the FFCRA.



Right to Bargain:

Educators have the right to bargain protection of pay and leave benefits if an educator exceeds the allowable entitlements under the FFCRA.

NSEA Members:

Educators who are NSEA members have the right to NSEA representation in accordance with the NSEA legal assistance policy.