

TO: KOKL GOVERNING BOARD

BOARD REPORT

DATE: Wednesday, June 10, 2020

PROPOSAL:

Motion to create a policy that does not allow under school-age dependent or non-dependent children of employees to be present during work hours, to include huaka'i and administrative work times.

BACKGROUND:

KOKL has allowed children of employees in the past to be present for some parts, sometimes all parts, and then identified times when children could be available. As of this past school year, employees were allowed to bring their under school-age children to work with them. I believe KOKL has tried to support female staff members by allowing this to occur, but it has come with its own set of challenges as under school-age children can require an adults attention which in turn takes away from the kuleana of the employee.

In light of the current health and safety concerns associated with COVID-19, outlined by the Department of Health and the CDC, it would be unfortunate for any child to become ill due to some form of sickness being brought to school.

Elementary schools are often a breeding ground for bacteria being passed among students in same grades and across grade levels – having little to no control of any unidentified bacteria.

As an organization, KOKL does not want to be associated with allowing under school-age children, dependent or non-dependent, to attend work with staff as it poses a liability risk to the organization and most importantly a health and safety risk to the child.

RECOMMENDATIONS:

It is recommended that the Governing Board approve the following:

Due to Health and Safety concerns, under school-age dependent and non-dependent children of employees shall no longer attend school during work hours, to include huaka'i and administrative work times.

Should the board decide to amend this recommendation to include, and not be limited to, simply saying dependent and non-dependent children instead of under school-age dependent and non-dependent children of employees they are welcome to modify as they see fit.

PREPARED and PRESENTED BY:

Kapoula Thompson