

- **Why did PCA reverse its position on Quarantine and Isolation?**
 - Wayne County has continued to soften their wording on the necessity of following quarantine policies. The Regent Board believes that a well written all-encompassing communicative disease policy in our Policy Handbook is more effective in assuring the overall health of our students

- **There has been discussion about the Regents only adopting what the State and County “require” can you clarify that?**
 - This statement has recently often been quoted out of its original context. The statement was made by the Regent and Elder Board back into the early 2020 timeframe. It referred to a time when the Governor’s office was releasing COVID directives for schools divided into three levels “recommended”, “strongly recommended” and “required”. At that time the boards were saying that they were following only Governor Whitmer’s “required” actions not the “recommended” and “strongly recommended” actions. However, it is a fact that throughout that same time period in 2020 when the Governor’s directives were in place, as well as for this school year, we have had requirements in our COVID policies which were never required by the State nor County. Examples: having ionizing fans in each classroom, single use containers for food, labeled water bottles, etc. These other actions were in our policies then and continue because they make sense in protecting our students and staff. Since the cancellation of those specific orders, references to that statement tend to cause confusion. It is also true, that to date, the Regent Board has only adopted Federal, State or County based actions which are “required”. In addition, as changes are made by the State or the County, these changes often take time to review before we are able to take a position on either side. We will continue to review any future changes and communicate change as we are able.

- **Why do the Regents believe that wearing of masks should not be left up to parents alone? Why is it not my right as a parent to choose?**
 - Two primary reasons- 1) We are called as believers to follow authorities until such a time as it constrains us from worshiping Him, proclaiming Him, glorifying Him or goes against His Word. 2) The wearing of masks is not an individual only decision. Your child’s wearing or not wearing of a mask has the potential to impact other students or staff, some of which are more vulnerable to contracting the disease or be higher in nature of its severity if they do contract the disease. Although many hold the position of removing the masks, it is important to consider those that hold different views, and make sure they are represented in the process as well.

- **What should I do if I feel the current position of the CBC Elder Board or the PCA Regents relative to supporting the mask mandate is bringing harm to my student or feel it’s abusive to my child?**
 - Any time that someone feels their child, or another child is being caused physical or emotional harm should immediately report it directly first to the school administration and if they do not receive an appropriate response, they should report it to governing authorities (Police, Department of Health and Human Services, State of Michigan, etc.). If any parent believes that PCA is intentionally bringing harm or abusing their child in any way, then it would be our recommendation to seek alternative educational options for your child.

- **What are the roles of the Regent Board, Elder Board?**

- The Elder Board is ultimately responsible for all Calvary Baptist Church operations including its ministries of which PCA is one of those ministries. The Regent Board is responsible for leadership of all aspects of PCA as defined in the Regent Policy Manual. Note this policy manual requires PCA to follow all Government regulations and therefore the Regent Board is not empowered by the Elder Board to violate Federal State or County regulations. Decisions of that nature are required to be made at an Elder Board level.
- **Who is the Regent Board accountable to? How do board members get elected?**
 - The Regent Board is ultimately responsible to God and His Word. The Regent Board is additionally accountable to the Calvary Baptist Constitution and to the Elder Board. There are two types of Regent Board members, which are; Calvary Church members and external to Calvary Church board members. Calvary church members are elected by the church members and external members are recommended by the Regent Board to the Elder Board for approval. (Note: the minimum percentage of Calvary Board Members is 66%)
- **Why don't you allow religious exemptions for masks?**
 - Relative to mask mandates, we follow the mandate as written which defines specific exemption opportunities. Religious exemptions are not allowed according to the mandate.
- **What other schools in Wayne county have chosen to not follow the mask mandates?**
 - We are not aware of any school in Wayne County which does not officially state their intent to follow the Wayne County mandate.
- **Why hasn't PCA been aggressively enforcing the requirements of COVID Policy 5.1?**
 - Initially our mindset was to provide grace as we transitioned from mask optional to the mask mandate. Soon after that there was confusion over Senate Bill 82. Now that we have completed our legal analysis, you can expect to see a measurable increase in enforcement of PCA COVID policies.
- **What are the COVID requirements for indoor sports for athletes and families (i.e. Basketball and Volleyball)?**
 - For any athletic practice or competition taking place in Plymouth Christian facilities, per Wayne County, and as recommended by MHSAA, active participants (on court athletes, not including bench athletes) are NOT required to wear a mask during participation. Fans and Spectators are required to follow the Mask Mandate.
- **What are the masking requirements for parents entering the school building?**
 - Parents are required to follow the Wayne County Mask Mandate as well. Please refer to this link for details: [Wayne County Emergency Public Health Order for Pre-K-12-Schools-Mask-Mandate -- CLICK HERE](#)
- **What are the COVID protocols for student trips and offsite events?**
 - Prior to each trip the administration will notify parents of the specific requirement of that particular trip / event. Those requirements will be determined by the State, County

requirement in that particular area as well as the nature of the event (indoor, outdoor, athletic, etc.) We have confirmed this is the policy that our local Wayne County Health Department expects local schools to follow.

- **Why is the Regent Board not concerned about the academic challenges of teachers wearing masks?**
 - The Regent Board does acknowledge the additional constraints of teachers and students wearing traditional masks. PCA continues to accept and promote the use of clear face shields as an alternative to traditional masks for teachers. We have a supply of face shields for teachers who are interested in shifting to shields. The County mandate provides exemptions for students which have IEPs, Section 504 plans or equivalents. Additionally, we accept any mask exemptions allowed by the county health department.

- **Given the new federal mandate for vaccination or ongoing testing for employees, how does the school plan to address this?**
 - At this time we do not see this as a near term risk given the number of lawsuits currently opposing the OSHA based pending regulations

- **The Regents seem to spend a great deal of time on COVID dialogues, are we falling behind on other goals and initiatives because of these ongoing dialogues?**
 - Most definitely COVID policy dialogues have been a significant ongoing distraction to making progress on a number of key initiatives on our plate. This is compounded by the Head of School's unexpected retirement.

- **There is a PCA Facebook group with some very negative views of PCA leadership and Calvary Baptist relative to COVID. This is causing division. What is the board doing to address this?**
 - This particular Facebook page is a private page in which PCA leadership has no direct control over. Some level of posts we have seen on that page are in direct violation of our Parent Agreement Contract. Parents are required to sign this Parent Agreement Contract as well as other critical agreement documents each year as a part of PCA's Continuous Enrollment process. An inability of a family to abide by the terms of these documents by definition would preclude them from ongoing enrollment at PCA.

- **Is the Board concerned about losing a large number of families if PCA continues to follow the mask mandate?**
 - No, it is quite the opposite. We are deeply concerned about continuing with families who aren't aligned with PCA direction moving forward regarding our policies and values. The increase in students over the last two years has been extremely challenging in these areas. PCA is a ministry to those who choose to align to its values, purpose and leadership. Being true to our ministry values and mission is much more important to us than growing.

- **I was part of the parent dialogue on the first Thursday evening, there were parents there using vulgarity and making some un-Christlike comments that were disrespectful. I don't understand why we would tolerate that in parents if we don't allow it from students. If people feel this is so harmful to their children (based on their comments) why don't they go elsewhere who aren't following the mandates rather than blame leadership?**

- Some of the behaviors we saw that night as well as letters we have received since the beginning of the school year are why we have been reluctant to have large forum meetings and why we chose to use a “public hearing” format versus a “Town Hall” format. We very much appreciated and are thankful to the vast majority of those who came and communicated their perspective in respectful and loving ways. There were certainly others who chose a different path. Our hope is that someday we can have two-way dialogue together in large forums without seeing these types of behavior. In the meantime, we continue to meet with people in one on one groups where others are not offended.
- Why did the leadership decide to close the entire Elementary School for COVID earlier this year?
 - The school was closed due to an insufficient number of teachers and administrators as a result of COVID illness and required quarantine. Since that time, we have made significant progress on hiring additional substitute teachers and developing improved contingency plans.
- Does PCA recognize Senate Bill 82, section 250 as a lawful document?
 - Yes, Senate Bill 82 has been passed and designates appropriations of State of Michigan Budget. Section 250 of article 6, part 2 designates provisions for a health department to receive their budget allocation from the State. Section 250 states that local health departments which require face masks will not receive their funding allocation. In no way does this approved budget bill state that a health department cannot mandate mask usage.
- To whom does Section 250 restrict power from?
 - The Senate Bill is a Budget Bill and does not restrict power from anyone. It only provides criteria required to receive budget allocations
- Is the Health Department following this law if they continue with their mask mandates for minors?
 - If Wayne County continues with their mask mandate and the State chooses to enforce the provision, the County will lose funding. The Budget Bill does not preclude or make it unlawful for the County to have a mask mandate. They will just lose budget funding from the State.
- To which governing agency is PCA following if they are choosing to also follow mask mandates?
 - The “governing agencies” would include the following; CBC Elders, PCA Regent Board Policy Manual, State of Michigan which empowers local health departments and Wayne County.
- How much money does PCA receive from the State of Michigan and how is that influencing your decisions on Mask Mandates?
 - PCA receives a total of approximately 7% of its operating budget from State Run programs. PCA receives funding from a particular program called “Shared Time”, which is allocated based on PCA partnering with local community schools. There are no constraints coupled with this money which conflict with our values, curriculum, policies, etc. The moneys received through this program have not been used to fund foundational operational expenses and can easily be discontinued without compromising daily operations.

- [Should PCA parents be concerned about Federal or State based Vaccine mandates for their students?](#)
 - Given the resistance and litigation hurdles related to the recent OSHA based mandates for employees, it is unlikely that mandated vaccinations for students will be attempted to be implemented by a health department in the near-term foreseeable future. Unlike mask mandates, the State of Michigan allows for Religious, Medical and Philosophical objections to any immunization. For more information on waivers, you can contact the Wayne County Health Department.

- [What happens if we as parents choose to quarantine our child due to a COVID exposure?](#)
 - Any PCA student who cannot attend class due to parent determined quarantine will be supplied necessary schoolwork in accordance with Return to School 6.0. Students will not be penalized for absences resulting from illness-related quarantines.

- [Now that PCA no longer requires students to quarantine after exposure at school, will we as parents still be updated if / when there is a COVID case in their grade or class?](#)
 - Yes, PCA will be sending emails to inform parents regarding positive cases based on exposure.