Stage One*: Through May 15
- Continue remote work operations where possible and feasible.
- Face-to-face meetings should continue to be avoided.
- Non-essential travel is restricted.
- Students are still prohibited from campus, in most cases.
- College facilities (buildings) remain closed to the public.
- May 11: Custodial Services returns to campus to prepare for Stage Two and beyond.

Stage Two*: May 16 – May 29 (if Idaho criteria are met)
- Continue remote work operations where possible and feasible.
- Employees continue to work at NIC in physical location if duties cannot be reasonably conducted remotely.
- Face-to-face meetings of 9 or fewer people may occur with safety precautions and physical distancing, based on Panhandle Health conditions/requirements.
- Students may return to campus to complete spring semester requirements not possible to complete in a virtual environment.
- Non-essential travel is restricted.
- College facilities (buildings) remain closed to the public.

In alignment with Governor Little’s Idaho Rebounds plan, NIC will resume physical operations for employees during Stage Three and Stage Four with noted restrictions below.

Stage Three*: May 30 – June 12 (if Idaho criteria are met)
- Continue remote work operations where possible and feasible.
- Employees may return to physical work locations in phases and/or on staggered schedules, with physical distancing, and sanitation protocols.
- All employees, students and visitors will be strongly encouraged to wear a face mask/covering inside college facilities and spaces. This includes but is not limited to hallways, stairwells, restrooms, elevators, lobbies, open areas, classrooms, labs and common office areas.
- In spaces where two or more people may be present and 6 feet of physical distancing cannot be achieved, wearing a face mask/covering will be required during this stage (with certain approved exceptions).
- By Stage Four – (with an anticipated start of June 13 if Idaho criteria are met) wearing face masks/coverings will be required for all employees, students and visitors inside college facilities and spaces (with certain approved exceptions**).
- Employees who believe, due to personal or family health concerns, that they are unable to return to campus to college buildings or facilities to work, should contact HR for guidance.
- The Student Wellness and Recreation Center may open based on the Governor’s protocols for gyms and recreational facilities.
• Face-to-face meetings of 10 to 50 people may occur if a plan for the event is documented and approved in advance by the appropriate PC member.
• Face-to-face meetings of less than 10 people may occur with physical distancing and other safety protocols, with no approval required.
• Students may return to campus to access limited services and summer session courses.
• Non-essential travel is restricted.
• Some college facilities (buildings) may be open to the public.

Stage Four: June 13 - until further notice (if Idaho criteria are met)
• Employees return to on-site work locations with physical distancing/sanitation protocols.
• To maintain and promote physical distancing in college buildings and offices, some work locations may require staffing plans that utilize a combination of remote work and/or staggered schedules.
• All employees, students and visitors are required (with certain approved exceptions**) to wear a face mask/covering inside college facilities and spaces where two or more people may be present. This includes but is not limited to hallways, stairwells, restrooms, elevators, lobbies, open areas, classrooms, labs and common office areas.
• All employees, students and visitors are required (with certain approved exceptions**) to wear a face mask/covering outdoors on college property and at college sponsored gatherings where 6 feet of physical distancing cannot be maintained.
• Buildings and offices are open for service, with access protocols to allow for physical distancing, sanitation and other health and safety measures as determined by the respective department/division leadership, and documented in their Stage 4 Plan, submitted to the NIC Rebounds Operations and Logistics Team.
• Employees who believe, due to personal or family health concerns, that they are unable to return to their assigned college building or facility to work, should contact HR for guidance.
• Face-to-face meetings of 20 or more people may occur if a plan for the event is documented and approved in advance by the appropriate PC member.
• Face-to-face meetings of less than 20 people may occur with physical distancing and other safety protocols, with no approval required.
• Travel will be permitted on case by case basis, with appropriate PC member approval.

Fall 2020 Semester Planning
• Instruction and college services will be delivered through multiple methods - face to face, hybrid and virtual.
• Classes offered face-to-face are being designed and prepared to seamlessly migrate to a virtual format, if warranted, based on federal, state or local regulatory or public health directives.
• General Education courses will be available, but not guaranteed in all cases, in an online format for students who desire to attend with an online schedule.

* If federal, state or local regulatory or public health directives determine NIC must revert to Stages 1-3, wearing face masks/coverings will be required for employees, students and visitors.

**Exceptions are: documented, pre-existing medical conditions or unique programmatic considerations.