

MINNETONKA PUBLIC SCHOOLS

Policy #810: COVID-19 FACE COVERING POLICY

I. PURPOSE

The purpose of this policy is to establish requirements for employees, students, and other persons (including visitors, guests, contractors, etc.) present on school property to wear face coverings in certain classrooms, preschool, childcare settings and certain other indoor areas, as well as certain outdoor areas where a physical distance of 3 feet cannot be maintained between persons, in order to minimize exposure to COVID-19.

II. GENERAL STATEMENT OF POLICY

- A. Face coverings are meant to protect the face covering wearer and other people in case the wearer does not know they are infected.
- B. Unless an exception or accommodation described in Part IV below applies, all students, staff, and other people riding on school transportation vehicles are required to wear a face covering.
- C. A violation of this policy occurs when any student, staff, or other person on a school transportation vehicle fails to wear a face covering, unless an enumerated exception applies.

III. DEFINITION OF FACE COVERING

A face covering must be worn to cover the nose and mouth completely, should not be overly tight or restrictive, should not be so loose that the wearer needs to continually pull it up and should feel comfortable to wear. The following are included in the definition of face covering:

- A. Paper or disposable mask;
- B. Cloth face mask;
- C. Religious face covering (if it meets the requirements of A, B or D); and
- D. Medical-grade masks and respirators

A face shield is a clear plastic barrier that covers the face and allows visibility of facial expressions and lip movements for speech perception. A face shield should extend below the chin anteriorly, to the ears laterally, and there should be no exposed gap between the forehead and the shield's headpiece.

Masks that incorporate a valve designed to facilitate easy exhaling, mesh masks, or masks with openings, holes, visible gaps in the design or material, or vents are not sufficient face coverings because they allow exhaled droplets to be released into the air. The District

recommends students and staff wear N95 or KN95 masks. The District will provide starter masks for several weeks, and parents are encouraged to purchase more for their children.

IV. EXCEPTIONS AND CONDITIONS; TEMPORARY REMOVAL OF FACE COVERING

- A. Face coverings should not be placed on anyone under age 2, anyone who has trouble breathing or is unconscious, anyone who is incapacitated or otherwise unable to remove the face covering without assistance, or anyone who cannot tolerate a face covering due to a developmental, medical, or behavioral health condition.
- B. An individual may also choose to use a face shield simultaneously with a face covering to provide supplemental protection for their eyes and added protection for their mouths and noses.
- C. Staff, students, and other people may temporarily remove their face covering in the following situations:
 - 1. When required by school staff for the purposes of identification, or;
 - 2. When communicating with a person who is deaf or hard of hearing or has a disability, medical condition, or mental health condition that makes communication with a face covering difficult, provided that social distancing is maintained to the extent possible.

V. IMPLEMENTATION

- A. This policy will be conspicuously posted in each school building.
- B. The District will provide face coverings and/or face shields to employees and students. Employees and students may choose to wear their own face covering as long as it covers the nose and mouth and meets the requirements of this policy. To the extent practicable, the District will maintain an extra supply of face coverings for people who forget to bring their face covering.
- C. The District will teach and reinforce the use of face coverings and/or face shields for students and staff on transportation vehicles.
- D. Individuals who cannot tolerate a face covering due to a medical condition or disability related condition may be permitted to utilize alternative options such as a face shield or other reasonable accommodation. The Superintendent, or designee, shall have discretion to determine whether an employee, parent, or community member qualifies for a reasonable accommodation and the accommodation to be provided. For a student with a medical condition or disability, the student's education team (i.e. IEP team, Section 504 team, health plan team) will determine whether the student qualifies for a reasonable accommodation and the accommodation to be provided. As a condition to granting a reasonable accommodation, the District may require an individual to provide a physician's note and/or other relevant information or with respect to the condition or circumstance. Requests for reasonable accommodations from the face covering requirement shall be assessed on a case-by-case basis in accordance with applicable federal and state law.

- E. All face coverings shall meet the requirements of applicable dress code policies and/or codes of conduct. To the extent the face covering requirements of this policy conflict with Minnetonka Public Schools Policy 504-Student Dress and Appearance Code, this Policy shall control.

VI. ENFORCEMENT; CONSEQUENCES FOR NON-COMPLIANCE

- A. In order to promote the health and safety of employees, students and members of the community, and make available a safe environment that is conducive to learning, compliance with this policy is necessary.
- B. Employees who fail or refuse to comply with this regulation may be subject to discipline, as appropriate, up to and including the termination of employment.
- C. Students who fail or refuse to comply with this policy may be subject to discipline or removal from school property.

*Cross References: Policy #545: Health Services Program
Policy #504: Student Dress and Appearance Code*

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