

## STAFF HEALTH

### I. ASSOCIATED REGULATION: GBE-R/JHCC-R: USE OF FACE COVERINGS TO MITIGATE THE SPREAD OF COVID-19.

### II. STAFF HEALTH GUIDELINES RELATED TO COVID-19

In accordance with the Virginia Department of Education's (VDOE) COVID-19 guidance for schools, ACPS requires enhanced health and safety protocols to be observed inside its facilities and vehicles. These provisions remain in effect until rescinded by the School Board and are intended to:

- Maintain alignment with 16 VAC 25-220-10, the Standard for Infectious Disease Prevention of the SARS-CoV-2 Virus that Causes COVID-19, as approved by Virginia's Department of Labor and Industry;
- Adhere to mitigation strategies that minimize the spread of COVID-19 established by the Centers for Disease Control and Prevention (CDC), the Virginia Department of Health (VDH) and the Alexandria Health Department (AHD); and
- Prioritize safety precautions for the benefit of ACPS students, staff and visitors.

Unless modified in subsections A-E below, all other provisions of this policy remain in effect.

- A. In accordance with the procedures outlined in Regulation GBE-R/JHCC-R: Use of Face Coverings to Mitigate the Spread of COVID-19, employees, students and visitors are required to wear protective face coverings/ masks while inside ACPS facilities and vehicles

- Face covering/mask: An item normally made of cloth or various other materials (with elastic bands or cloth ties) that is secured over the wearer's nose and mouth to contain or reduce the spread of potentially infectious respiratory secretions at the source (i.e., the person's nose and mouth). Face coverings may not be neck gaiters nor have exhalation valves or vents, which allow virus particles to escape

Protective face coverings/masks will be required for staff unless alone in a closed room, or unless the individual has been expressly granted an accommodation regarding face coverings by ACPS as outlined in Regulation GBE-R/JHCC-R. If an employee does not have a protective face covering/mask that meets the standard above, one will be provided. ACPS will provide employees with training regarding physical distancing, Personal Protective Equipment (PPE) and other measures to minimize COVID-19 transmission.

- B. ACPS will conduct employee temperature screenings upon arrival at school-division facilities prior to any employee reporting in person to perform their assigned duties.

- C. Employees will assess their health each day prior to reporting in person to an ACPS facility using the COVID-19 Health Screening Questionnaire developed in collaboration with the Alexandria Health Department. If employees meet the screening criteria, they will not report in-person to work until cleared to do so through the Department of Human Resources.
- D. In accordance with 16 VAC 25-220-40, employees are required to contact the Department of Human Resources when they are experiencing symptoms consistent with COVID-19 and/or when they have been diagnosed with COVID-19.

Employees contact the Department of Human Resources at [hr@acps.k12.va.us](mailto:hr@acps.k12.va.us):

- To report symptoms, positive test results and/or a diagnosis of COVID-19;
  - To discuss the procedures, following CDC guidelines, for when the employee may return to work post-quarantine;
  - With questions regarding COVID-related Family and Medical Leave Act (FMLA) or Americans with Disabilities Act (ADA) accommodation requests; or
  - To make anonymous reports of violations of Section II. of this policy, or of Regulation GBE-R/JHCC-R: Use of Face Coverings to Mitigate the Spread of COVID-19.
- E. ACPS staff members are required, to the fullest extent permitted by law, to submit documentation of their completed COVID-19 vaccination status. Only employees who satisfactorily establish medical or religious exemptions by law may participate in weekly COVID-19 testing in lieu of vaccination. Documentation of such testing must be submitted to the Department of Human Resources on a weekly basis. Employees who fail to provide the necessary documentation may be required to take leave without pay or may be separated from service.
  - F. ACPS will continually monitor communications from the CDC, VDH and AHD for the latest information on local public health conditions and related guidance. Employees are encouraged to maintain strict adherence to public health recommendations outside of schools (e.g. physical distancing, use of masks, hand hygiene, etc.).

### **III. ABILITY TO WORK – GENERALLY**

Employees who have the following symptoms should closely assess their own ability to work:

- Fever of 100.0 or higher in the last 24 hours without medication;
- Undiagnosed rash that is accompanied by fever or itching;
- Frequent coughing or difficulty breathing;
- Vomiting or diarrhea within the past 24 hours;
- Sore throat, with fever or swollen glands in the neck;

- Symptoms of being sick such as being unusually tired, irritable, or weak;
- COVID-19 symptoms in accordance with CDC guidelines; or
- Any symptoms related to a mental health crisis.

While school nurses are not considered part of the employees' medical triage, and employees are encouraged to use good judgment in remaining at the work site when ill, if a medical emergency/event requires assessment by the school nurse and/or school administration to prevent employee endangerment to self or others resulting in a 911 call, the employee may choose to refuse transport by EMS. However, if the employee refuses EMS transport, they will be required to either seek medical attention or return home via safe transportation. The employee may not remain at the school. A Return to Work letter may be required by the Department of Human Resources from the employee's health care provider before returning to school.

#### **IV. CONDITIONS OF EMPLOYMENT**

##### **A. Tuberculosis Screening**

As a condition of employment, every new employee of the School Board and student-teachers/interns submit a certificate signed by a licensed physician, physician assistant, nurse practitioner, or registered nurse stating the employee appears free of communicable tuberculosis. Volunteers may also be required to provide such a certificate. Any employee who begins duty without having complied with this requirement will have violated the terms of employment and is not entitled to compensation. Any intern or student-teacher who begins their duties without having complied with this requirement may be removed from that assignment until the requirement is fulfilled. For the purposes of this policy, a new employee is designated as someone hired for the first time or rehired after a one-year absence.

After consulting with the local health director, the School Board may require tuberculosis re-screening of employees annually or at such intervals as it deems appropriate, as a condition of continued employment.

##### **B. Physical Exams for School Bus Drivers**

No person is employed as a bus driver unless they have an annual physical exam of the scope required by the Virginia Board of Education and provides the School Board the results of the exam on the form prescribed by the Virginia Board of Education. Such exam and report may be provided by a licensed nurse practitioner or physician assistant.

The School Board may also require alcohol and drug testing in accordance with Policy GDQ.

Adopted: November 17, 1998  
Amended: November 21, 2002

Amended: April 20, 2006  
Amended: December 20, 2012  
Amended: June 11, 2015  
Amended: June 20, 2019  
Amended: September 10, 2020  
Amended: August 19, 2021  
Amended: September 9, 2021  
Amended: September 23, 2021  
Amended: December 16, 2021

Legal Refs.: Code of Virginia, 1950, as amended, §§ 22.1-178, 22.1-300, 22.1-301, 54.1-2952.2, 54.1-2957.02.

16 VAC 25-220-40.

*Interim Guidance for COVID-19 Prevention in Virginia PreK-12 Schools*, Virginia Department of Health (VDH), (July 2021; updated August 2021), <https://www.vdh.virginia.gov/content/uploads/sites/182/2021/03/Interim-Guidance-to-K-12-School-Reopening.pdf>.

*Guidance for COVID-19 Prevention in K-12 Schools*, Centers for Disease Control and Prevention (CDC), (Updated August 2021), <https://www.cdc.gov/coronavirus/2019-ncov/community/schools-childcare/k-12-guidance.html>.

*State Health Commissioner Order of Public Health Emergency Statewide Requirement to Wear Masks in K-12 Schools*, (August 12, 2021), [https://www.vdh.virginia.gov/content/uploads/sites/134/2021/08/PHE-Order\\_K-12\\_8-12-2021.pdf](https://www.vdh.virginia.gov/content/uploads/sites/134/2021/08/PHE-Order_K-12_8-12-2021.pdf).

Cross Refs.:	EBAB	Possible Exposure to Viral Infections
	EBBB	Personnel Training – Viral Infections
	GBE-R/JHCC-R	Use of Protective Face Coverings (Masks) to Mitigate the Spread of COVID-19
	GDQ	School Bus Drivers
	JHCC	Communicable Diseases
	JHCCA	Blood-Borne Contagious or Infectious Diseases