

STAFF HEALTH

I. 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 These provisions remain in effect until rescinded by the School Board and are intended to: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); and
- Prioritize safety precautions for the benefit of ACPS students, staff, and visitors.

II. 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.

III. CONDITIONS OF EMPLOYMENT

A. Tuberculosis Screening

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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
- Amended: July 28, 2022

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.

92	Cross Refs.:	EBAB	Possible Exposure to Viral Infections
93		EBBB	Personnel Training – Viral Infections
94			
95		GDQ	School Bus Drivers
96		JHCC	Communicable Diseases
97		JHCCA	Blood-Borne Contagious or Infectious Diseases