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STAFF HEALTH REGULATIONS

STAFF HEALTH GUIDELINES RELATED TO COVID-19

Commented [1]: Relocated from the Policy to the Regulation to improve alignment with Policy BFC Policy Adoption.

~~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.~~

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~~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.~~

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~~To adhere to Centers for Disease Control and Prevention (CDC) guidance and other laws and regulations designed to protect individuals, Protective face coverings/masks will may be required for certain or all staff employees, 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.~~

Commented [MS2]: Removed face coverings requirements

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

Commented [MS3]: This practice is being discontinued

~~C.B. 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.C. 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:

- 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.D. 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.E. 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.).

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.

Cross Refs.: EBAB Possible Exposure to Viral Infections
EBBB Personnel Training – Viral Infections
JHCC Communicable Diseases