

**STAFF COVID REGULATIONS**

**STAFF HEALTH GUIDELINES RELATED TO COVID-19**

- I. To adhere to Centers for Disease Control and Prevention (CDC) guidance and other laws and regulations designed to protect individuals, face coverings/masks may be required for certain or all employees. 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.
  - A. Employees will assess their health each day prior to reporting in person to an ACPS facility. 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.
  - B. 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.
  - C. 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.
  - D. 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.).

46 Legal Refs.: Code of Virginia, 1950, as amended, §§ 22.1-178, 22.1-300, 22.1-301,  
47 54.1-2952.2, 54.1-2957.02.

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49 16 VAC 25-220-40.

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