

1 **STAFF HEALTH**

2 **ABILITY TO WORK – GENERALLY**

3
4 Employees who have the following symptoms should closely assess their own ability to work:

- 5
- 6 ● Fever of 100.0 or higher in the last 24 hours without medication;
- 7 ● Undiagnosed rash that is accompanied by fever or itching;
- 8 ● Frequent coughing or difficulty breathing;
- 9 ● Vomiting or diarrhea within the past 24 hours;
- 10 ● Sore throat, with fever or swollen glands in the neck;
- 11 ● Symptoms of being sick such as being unusually tired, irritable, or weak;
- 12 ● COVID-19 symptoms in accordance with CDC guidelines; or
- 13 ● Any symptoms related to a mental health crisis.
- 14

15 Alexandria City Public Schools (ACPS) may publish guidelines for employees with symptoms or
16 who have tested positive for an illness including COVID. Employees must follow published
17 guidelines.

18
19 While school nurses are not considered part of the employees’ medical triage, and employees are
20 encouraged to use good judgment in remaining at the work site when ill, if a medical
21 emergency/event requires assessment by the school nurse and/or school administration to prevent
22 employee endangerment to self or others resulting in a 911 call, the employee may choose to refuse
23 transport by EMS. However, if the employee refuses EMS transport, they will be required to either
24 seek medical attention or return home via safe transportation. The employee may not remain at
25 the school. A Return to Work letter may be required by the Department of Human Resources from
26 the employee’s health care provider before returning to school.

27
28 **CONDITIONS OF EMPLOYMENT**

29
30 A. Tuberculosis Screening

31
32 As a condition of employment, every new employee of the Alexandria City School
33 Board and student-teachers/interns submit a certificate signed by a licensed physician,
34 physician assistant, advanced practice registered nurse, or registered nurse stating the
35 employee appears free of communicable tuberculosis. Volunteers may also be required
36 to provide such a certificate. Any employee who begins duty without having complied
37 with this requirement will have violated the terms of employment and is not entitled to
38 compensation. Any intern or student-teacher who begins their duties without having
39 complied with this requirement may be removed from that assignment until the
40 requirement is fulfilled. For the purposes of this policy, a new employee is designated
41 as someone hired for the first time or rehired after a one-year absence.

42
43 After consulting with the local health director, the Board may require tuberculosis re-
44 screening of employees annually or at such intervals as it deems appropriate, as a
45 condition of continued employment.

47 B. Physical Exams for School Bus Drivers

48
49 No person is employed as a bus driver unless they have an annual physical exam of the
50 scope required by the Virginia Board of Education and provides the Board the results
51 of the exam on the form prescribed by the Virginia Board of Education. Such exam
52 and report may be provided by a licensed advanced practice registered nurse or
53 physician assistant.

54
55 The School Board may also require alcohol and drug testing in accordance with Policy
56 GDQ.

- 57
58 Adopted: November 17, 1998
59 Amended: November 21, 2002
60 Amended: April 20, 2006
61 Amended: December 20, 2012
62 Amended: June 11, 2015
63 Amended: June 20, 2019
64 Amended: September 10, 2020
65 Amended: August 19, 2021
66 Amended: September 9, 2021
67 Amended: September 23, 2021
68 Amended: December 16, 2021
69 Amended: July 28, 2022

70
71 Legal Refs.: Code of Virginia, 1950, as amended, §§ 22.1-178, 22.1-300, 22.1-301,
72 54.1-2952.2, 54.1-2957.02.

73
74 16 VAC 25-220-40.

- 75
76
77 Cross Refs.: EBAB Possible Exposure to Viral Infections
78 EBBB Personnel Training – Viral Infections
79 GDQ School Bus Drivers
80 JHCC Communicable Diseases
81 JHCCA Blood-Borne Contagious or Infectious Diseases

1 **STAFF HEALTH**

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

3
4 ~~In accordance with the Virginia Department of Education’s (VDOE) COVID-19 guidance for~~
5 ~~schools, ACPS requires enhanced health and safety protocols to be observed inside its facilities~~
6 ~~and vehicles. These provisions remain in effect until rescinded by the School Board and are~~
7 ~~intended to:~~

- 8 ~~• Maintain alignment with 16 VAC 25-220-10, the Standard for Infectious Disease~~
- 9 ~~Prevention of the SARS-CoV-2 Virus that causes COVID-19, as approved by Virginia’s~~
- 10 ~~Department of Labor and Industry;~~
- 11 ~~• Adhere to mitigation strategies that minimize the spread of COVID-19 established by the~~
- 12 ~~Centers for Disease Control and Prevention (CDC); and~~
- 13 ~~• Prioritize safety precautions for the benefit of ACPS students, staff, and visitors.~~

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- 43 A. Tuberculosis Screening
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Commented [MS1]: Added to transition the COVID guidelines from a regulation to other publication location (currently the ACPS website)

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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~~ advanced practice registered nurse or physician assistant.

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

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16 VAC 25-220-40.

Cross Refs.: EBAB Possible Exposure to Viral Infections

Commented [2]: Per the amendment of Va. Code § 54.1-2957.02 by SB 975.

<https://lis.virginia.gov/cgi-bin/legp604.exe?231+sum+SB975>

File: GBE

92	EBBB	Personnel Training – Viral Infections
93	GDQ	School Bus Drivers
94	JHCC	Communicable Diseases
95	JHCCA	Blood-Borne Contagious or Infectious Diseases

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