

PREVENTION OF SARS-CoV2/COVID-19

(Based on Virginia's Final Permanent Standard Enacted September 8, 2021)

Bristol Virginia Public Schools, in accordance with Virginia Code 16VAC25-220-40, establishes the following amended guidelines to ensure compliance with requirements of the Virginia Code to protect employees from workplace exposure to the virus that causes COVID-19.

Self-Monitoring - Employees are encouraged to self-monitor for signs and symptoms of COVID-19.

Symptoms include:

- Fever or chills
- Cough
- Shortness of breath or difficulty breathing
- Fatigue
- Muscle or body aches
- Headache
- New loss of taste or smell
- Sore throat
- Congestion or runny nose
- Nausea or vomiting
- Diarrhea

(This list is not inclusive of all possible symptoms. Please see the CDC website as updates will be provided when additional symptoms are discovered.)

Employees exhibiting symptoms are required to contact their immediate supervisor to determine if testing and quarantining is warranted. Should the employee be required to test or quarantine the employee must:

1. Contact their supervisor and follow normal call-in procedures.
2. Provide a copy of the positive result to Human Resources.
3. Provide a copy of a VDH or healthcare provider excuse from work to their immediate supervisor and Human Resources.

Shall a vaccinated employee test negative, they may return to work immediately if symptoms have improved or resolved. Unvaccinated employees who develop symptoms without a known exposure should test immediately. Should an employee's test come back positive, the employee must isolate for 10 days from symptom onset and only return to work when symptoms have improved, and they are fever free for 24 hours without the use of fever reducing medication.

Notification of Exposure – Should an employee be identified as a close contact to someone who has been diagnosed with COVID-19, they should be removed from the work location in regard to their vaccination status. If a vaccinated employee is exposed, they are not required to quarantine and

can continue normal work activities, but they must mask for at least 5 days (with a negative test between 3-5 days post-exposure) or mask 14 days if they decide not to test. Unvaccinated employees must be immediately removed from the workplace. Unvaccinated employees may test 3-5 days after a known exposure and return to normal work activities on day 8 post exposure or quarantine for 10 days after last exposure to a positive case and return to work on day 11.

Employees can access a free PCR test through the New River Health District by calling (540) 267-8240. Employees shall be granted access to their own SARS-CoV-2 virus and COVID-19 related exposure and medical records.

Notification of Positive Test – Should an employee test positive, Human Resources must be notified immediately. Within 24 hours of discovery of the employee's positive test, contact tracing shall be performed, and other potentially exposed employees shall be notified. Confidentiality of the confirmed Covid-19 employee shall be handled in accordance with the requirements of the Americans with Disabilities Act (ADA) (42 USC § 1201 et. Seq) and other applicable federal and Virginia laws and regulations.

The school division nurse coordinator is required to report to the VDH and the DOLI the discovery of two more cases of its own employees present at the place of employment within a 14-day period testing positive for COVID-19. (<https://redcap.vdh.virginia.gov/redcap/surveys/?s=LRHNP89XPK>)

Personal Protective Equipment – All employees must adorn the PPE that is associated as a requirement of their position (such as masks, face shields, safety glasses, etc.) and shall be supplied these items.

Employees shall also be provided hand sanitizer and have easy, frequent access and permission to use soap and water for hand washing purposes.

Physical Distancing – Employees who are unvaccinated are required to physical distance (6ft minimum) in all workplace settings when at all feasible to preserve and protect the workforce and allow operations to continue.

Masking – As an employer, we shall provide and require employees who are not vaccinated, fully vaccinated employees in areas of substantial or high community transmission, and otherwise at-risk employees to wear face coverings while indoors or traveling in a work vehicle unless their work task requires a respirator or other higher level of PPE.

All school nutrition workers will wear masks at all times during working hours. Bus drivers and bus aides will wear masks when on the bus in transit to and from school locations.

The mask must cover both the nose and mouth. In some cases, the elimination of use or travel in shared work vehicles by unvaccinated employees may be enforced and employees may be required to utilize alternate means of transportation. When an employee who is not fully vaccinated must share a work vehicle or other transportation with one or more employees or other persons because no other alternatives are available, such employees shall be provided with and wear respiratory

protection such as an N95 filtering face piece respirator or a face covering at the option of an employee. A fully vaccinated employee who must share a work vehicle or other transportation with one or more other employees because no other alternatives are available shall be provided and wear face coverings.

Exceptions (*when face masks are not required*):

1. When an employee is alone in a room.
2. While an employee is eating or drinking, provided each employee who is not fully vaccinated is six feet away.
3. When employees are wearing respiratory protection in accordance with 16VAC25-90-1910.134.
4. When it is important to see a person's mouth (communicating with someone who is deaf or hard of hearing) when conditions do not permit the use of a clear face shield.
5. Medical conditions, religious beliefs.
6. Hazardous to the employee due presenting serious injury or death (arc flash, heat stress, safe operation of equipment). Employees will be required to wear alternative protection such as a face shield if conditions permit.
7. Where a face shield may be otherwise required. Shields must be cleaned daily and not damaged.

Common Areas – Common areas such a break rooms and lunchrooms shall be closed to employees who are unvaccinated and capacity restrictions may be enforced for those who are vaccinated. Restrictions will be posted outside of these areas as community transmission changes locally.

Disinfecting Requirements – offices, common areas, hallways, high traffic surfaces (such as door handles) shall be cleaned with soap once per shift when no suspected or confirmed COVID case has been in the area. In areas where infected persons have been present, if less than 24 hours they must be cleaned and disinfected, after 24 hours cleaned, after 3 days, no cleaning beyond normal cleaning practices.

Vaccinations – Employees are required to complete a vaccination form indicating whether or not they are vaccinated. Proof of vaccination is not required at this time.

Anonymous Complaints – Employees who wish to place anonymous complaints regarding policies and procedures that are not being followed may complete an employee complaint form and submit it to Human Resources through the anonymous complaint box located at Central Office. Complaints will be investigated and handled according to current COVID-19 standards and guidelines. Employees shall not be reprimanded nor retaliated against in any way for reporting violations.

Approved: by the Superintendent of Schools in accordance with VA DOLI Regulations on 11/08/2021

