

2021-2022 Return to School Plan (6-23-2021)

CRITICAL ISSUE: Attendance and Sickness

We all know the importance of school attendance and the impact it has on scholar learning. However, in the situation we are in with the COVID-19 virus, **SCHOLARS MUST STAY AT HOME IF THEY ARE SICK.** Parents/Guardians, you are our first line of defense as we work to control the spread of this virus and your help with keeping sick scholars home is critical to the health of our scholars, staff, and families. *We are asking each parent/guardian to do a daily health check on their scholar(s) to ensure each scholar is COVID-19 symptom free before sending them to school.*

Vaccination Efforts

We have teamed with BJC, Care STL, Mercy Hospital & Healthy Kids Van to offer the Pfizer, Johnson & Johnson and Moderna vaccinations to parents, employees and students who are 12 and older.

As a result of these efforts, we have immunized many employees and many within the RGSD community. We will continue to provide our community with information related to COVID-19 vaccinations, and continue to collaborate with community organizations towards providing COVID-19 vaccinations to our RGSD community as a whole.

COVID-19 Protocol: Scholars

After a nurse has identified a suspected case of COVID-19:

- Scholars must be isolated in an area outside of the nurse’s office. Each school will identify a location within their building that would work for them and ensure that scholars are not left unattended. The expectation is that scholars will be picked up by a parent/guardian within 1 hour of the phone call from the school that their scholar must go home.
- The isolation waiting rooms will be cleaned and disinfected after each use.
- Scholars with a suspected case or confirmed case of COVID-19 will be sent home.
- Any siblings or additional scholars of the same household of a suspected or confirmed case of COVID-19, will also be sent home.
- Suspected cases should be tested to confirm virus.
 - If confirmed, the building principal should be notified immediately
 - Contact the St. Louis County Department of Public Health (SLCDPH) at (877) 435-8411 or (314) 615-2660

If/when a positive case has been identified within the classroom, the following steps will be taken:

- Close off areas used by the individuals with COVID-19 and wait as long as practical before beginning cleaning and disinfection to minimize potential for exposure to respiratory droplets (could be 2-5 days, typically 3 days). Open outside doors and windows to increase air circulation in the area. If possible, wait up to 48 hours before beginning cleaning and disinfection.

- Custodial staff should clean and disinfect all areas (e.g., offices, bathrooms, and common areas) used by the ill persons, focusing especially on frequently touched surfaces.
- If surfaces are dirty, they should be cleaned using a detergent or soap and water prior to disinfection.
- The district will follow approved protocol to adhere to all local, state, and national policies as it relates to notifying parents and who notifies the parents if there is a confirmed case.
- For disinfection most common EPA-registered household disinfectants should be effective.
- In some cases, outside contractors will be used to clean and disinfect facilities.

Children with Disabilities:

- Accommodations as necessary or as mandated by their Individual Education Plan (IEP) or 504 Plan

ELEMENTARY, MIDDLE, AND HIGH SCHOOL SCHOLARS:

- Who test positive for COVID and **display COVID** symptoms will be sent home for 10 days; AND any scholar who was within **6ft** of the suspected/confirmed case must quarantine for 10 days pending no symptoms or positive test.
- Who test positive for COVID **but does NOT display symptoms** will be sent home for 10 days; **AND** any scholar who was within 6ft of the positive case **MUST** quarantine for 10 days pending no symptoms or positive test.
 - In either case, **IF/WHEN** scholars who are in quarantine begin displaying symptoms of COVID while in quarantine, **MUST** remain in quarantine for an **additional 10 days after noticing symptoms**

As we have designed this plan to return to school for the 2021-2022 school year, it must be noted that all COVID-19 health strategies the district will deploy are intended to mitigate, not eliminate, risk. No single action or set of actions will completely eliminate the risk of SARS-CoV-2 transmission, but the implementation of several coordinated interventions can greatly reduce that risk. **Scholars will report to school full-time for in-person learning for the 2021-2022 school year on August 23, 2021.** The only virtual option for scholars for the start of the 2021-2022 school year is through the Missouri Course Access and Virtual School Program (MOCAP) and more information can be found at <https://mocap.mo.gov/>. However, during the implementation of AMI days or days where the schools/district is closed due to inclement weather or another emergency, scholars will be provided a technology device to use at home during days that classes are scheduled for AMI virtual instructional days. Upon request, WIFI hotspots will be distributed to scholars in an effort to provide internet access for families who currently do not have access. All scholars in grades Kindergarten through grade twelve will use Google Classroom and/or Zoom to engage in instruction on AMI days. Example: All scholars in each school will engage in direct instruction with their teachers on AMI virtual instruction days via the use of Google Classroom. During AMI days, scholars will follow the regular instructional schedule for their assigned school. Schedules may be accessed via the district's website. Also, parents will be notified by the district if the

superintendent decides to implement AMI days during inclement weather. While scholars are at home learning virtually, scholars and staff will follow the guidelines outlined in the district's Alternative Methods of Instruction (AMI) Plan. We want all scholars to be in classroom sessions daily on AMI days to ensure consistency in classroom and virtual instruction. This schedule will continue during the duration of the 2021-2022 school year or until further notice should conditions change. Michelle Obama Early Childhood Academic Center (MOECAC) scholars will attend full class sessions each day Monday through Friday.

SLCDPH Face Covering Guidelines as of May 3, 2021

1. Face Coverings must be worn indoors at all times, by fully vaccinated and unvaccinated persons when they are:
 - a. A person, including employees or visitors, over the age of 5, present at any Business or Public Accommodation;
 - b. A person over the age of 5 is in a public space when anyone other than members of their household or living unit will be within six feet;
 - c. A scholar attending a K-12 educational institution, whether private or public, with the allowances provided in paragraph H (4) of this Section III. This requirement does not apply to scholars with disabilities, mental health conditions, or sensory concerns who are receiving special educational accommodations where adaptations and alternatives to Face Coverings can be implemented or are impractical;
 - d. A person working out at an indoor gym or other fitness facility;
 - e. An athlete participating in an indoor sporting event or practice unless the indoor sporting event is considered a low frequency of contact sport under the Youth Sports Guidelines or the Adult Sports Guidelines;
 - f. A customer who is allowed to remove his/her Face Covering, such as while consuming food or beverages, must wear a Face Covering while interacting with an employee of the establishment or while moving around the establishment for any purpose; and
 - g. A person using Public Transit.

2. Face Coverings are not required to be worn by Fully Vaccinated or unvaccinated persons when they are:
 - a. Outdoors and are socially distanced from others who are not members of their household.
 - b. A person with health conditions that prohibit wearing a Face Covering. Nothing in this Order shall require the use of a Face Covering by any person for whom doing so would be contrary to their health or safety because of a medical condition;
 - c. A person who has trouble breathing, or are unconscious, incapacitated, or otherwise unable to remove the Face Covering without assistance;
 - d. A person who is hearing impaired, or someone who is communicating with a person who is hearing impaired, where the ability to see the mouth is essential for communication;

- e. A person who is at a place of Public Accommodation who is consuming food or drink;
 - f. A person who is at a public pool while in the water;
 - g. A person participating in an outdoor sporting event or practice while engaged in vigorous activity or participating in a sport where a person can socially distance from others.
 - h. A person who is obtaining a service involving the nose or face for which temporary removal of the Face Covering is necessary to perform the service;
3. Face Coverings are not required to be worn by a Fully Vaccinated person when they are:
- a. Attending small outdoor gatherings with Fully Vaccinated family and friends or a mixture of Fully Vaccinated and unvaccinated people.
 - b. Dining or drinking at outdoor establishments with friends from multiple households who are Fully Vaccinated.
4. Scholars attending grades K-12 may be allowed to remove their Face Covering in the following situations:
- a. While at recess or in physical education class, as long as scholars are at least 6 feet apart;
 - b. While consuming food or drink as long as scholars are at least 6 feet apart; and
 - c. While participating in band, choir, or music class, as long as scholars are at least 6 feet apart;
 - d. In accordance with DPH's Youth Sport Guidelines while participating in a school sponsored sport.

In-Person Classroom Instruction Requirements:

In the classrooms, scholar desks/tables will be placed in the room, so no scholars are facing each other to adhere to social distancing guidelines to the extent possible (not all spaces may be able to accommodate full social distancing guidelines, but to the extent possible, social distancing will be followed). A seating chart will be developed for each classroom to assist with contact tracing should a case of COVID-19 be identified in a particular room. ALL scholars WILL be required to wear a face covering each day while in or on district facilities. Scholars may also wear their own face covering as long as the face covering meets scholar handbook guidelines for appropriateness for schools and is not disruptive to the school culture or learning environment as determined by school officials. The district will initially provide two face coverings to each scholar required to wear one. Scholars who are required to wear a face covering and show up to school without one, will be given one, but we want to strongly encourage scholars and parents to take great care of the face coverings given to them by the district, as each additional face covering given out is another added expense. If a scholar who is required to wear a face covering, refuses to do so and they have not indicated they have a medical condition or have a documented medical exemption preventing them from wearing the face covering (if the scholar claims to have a medical condition that prevents he/she from wearing a face covering, we cannot ask for additional information about the stated medical condition, they may continue to be exempt from the face covering guideline), they will be sent home and will be allowed to return only, upon agreeing to wear the face covering or will remain on the virtual learning plan if they do not.

Scholars will be kept in classrooms, as a group, as much as possible and in cases where the scholars can stay put and the teachers move. A daily schedule of scholar movement throughout the day will be identified and made available, if needed, for contact tracing purposes. Scholars will be provided a water container to use at the water fill stations as the SLCDPH recommends that the actual water fountains **NOT** be accessible, but the water fill stations may be used. The district will also provide bottled water to schools. A schedule of restroom, drink, and handwashing breaks will be developed and social distancing guidelines will be followed to the extent possible. The district is working with food service to provide bottled water to schools. Scholar and class directional movement in the hallways and stairs will be specifically designed to ensure social distancing guidelines are followed to the extent possible. Fieldtrips, social gatherings (birthdays, special days, or events) with parents, friends or other family members will be allowed as long as district procedures for fieldtrip approval and social distancing, health and safety protocols, and face covering requirements are followed. Scholars, while in physical education class, at recess, playing a sport, exercising, or using exercise equipment while exerting themselves may remove their face coverings, but social distancing guidelines will be followed to the extent possible.

Facilities Cleaning and Disinfecting Requirements:

The Facilities department will provide signage in a visible location in all facilities/schools to remind everyone to adhere to social distancing guidelines and effective health practices to prevent the spread of COVID-19. Custodial staff members will clean and disinfect all touchpoint surfaces throughout each day and a comprehensive daily cleaning and disinfecting list will be developed by the maintenance and facilities department and provided to all school custodians and school administrators. Once per week, each school administrator/facility supervisor is required to perform cleaning and disinfecting walk-throughs to ensure applicable areas are cleaned and disinfected and the results shall be recorded on the comprehensive daily cleaning and disinfecting list and submitted to the District Custodial Supervisor and Director of Maintenance and Facilities each Friday by the end of the day.

Large disinfecting wipes and hand sanitizer will be available in all rooms and all staff, scholars, and school/district approved visitors to classrooms **MUST** use the hand sanitizer and wear a face covering upon entering the classrooms each time. Teachers/Employees must notify their building custodian of the need to refill/replace the disinfecting wipe solution and hand sanitizer when the solutions getting low. Each office district facility has received a plexiglass barrier in each front office to add another layer of protection for staff, scholars, parents, and visitors to our facilities/buildings. Morning and afternoon breaks will be scheduled to allow for additional handwashing to prevent the spread of COVID-19.

We are all in this together. Additional help may be needed from other staff members (certified staff, support staff, approved visitors, etc.). The district uses and continues to use EPA-registered/hospital grade disinfectant and sanitizer. Custodial team members will continue to do routine daily cleaning. We will consider what items can be moved or removed completely to reduce frequent handling or contact from multiple people. Soft and porous materials, such as area

rugs and seating, may be removed or stored to reduce the challenges with cleaning and disinfecting them. Staff will clean frequently touched surfaces and objects that would include, but not limited to:

- tables
- doorknobs
- light switches
- countertops
- handles
- desks
- phones
- keyboards
- toilets
- faucets
- sinks
- touch screens

The district has purchased sanitizing machines so each building can be fogged with a disinfectant/sanitizer solution weekly.

If a person is symptomatic and/or tests positive for COVID-19 and has been in a district facility:

- Close off areas used by the individuals with COVID-19 and wait as long as practical before beginning cleaning and disinfection to minimize potential for exposure to respiratory droplets (could be 2-5 days, typically 3 days). Open outside doors and windows to increase air circulation in the area. If possible, wait up to 48 hours before beginning cleaning and disinfection.
- Custodial staff should clean and disinfect all areas (e.g., offices, bathrooms, and common areas) used by the ill persons, focusing especially on frequently touched surfaces.
- If surfaces are dirty, they should be cleaned using a detergent or soap and water prior to disinfection.
- For disinfection most common EPA-registered household disinfectants should be effective.
- In some cases, outside contractors will be used to clean and disinfect facilities.

Cleaning and disinfecting outdoor areas

- Outdoor areas, like playgrounds in schools and parks generally require normal routine cleaning, but do not require disinfection.
 - Do not spray disinfectant on outdoor playgrounds- it is not an efficient use of supplies and is not proven to reduce risk of COVID-19 to the public.
 - High touch surfaces made of plastic or metal, such as grab bars and railings will be cleaned weekly.
 - Cleaning and disinfection of wooden surfaces (play structures, benches, tables) or groundcovers (mulch, sand) is not recommended.

While cleaning, Custodians will:

- Wear disposable gloves and all other Personal Protective Equipment (PPE) for all tasks in the cleaning process, including handling trash.
 - Additional PPE might be required based on the cleaning/disinfectant products being used and whether there is a risk of splash.
 - Gloves and gowns should be removed carefully to avoid contamination of the wearer and the surrounding area.
- **Wash hands often** with soap and water for 20 seconds.
 - Always wash immediately after removing gloves and after contact with a person who is sick.
 - Hand sanitizer: If soap and water are not available and hands are not visibly dirty, an alcohol-based hand sanitizer that contains at least 60% alcohol may be used.

Parent and School Visitor Requirements:

All parents and visitors to all RGSD facilities and buildings **MUST** wear a face covering. In addition, any school/district approved visitor must be temperature checked <100.4, use the hand sanitizer provided, and complete a paper health screening survey upon arrival. Schools will make the paper copy of the health screening survey available to parents and visitors to complete upon arrival to the school or facility. All parents must remain in the main office area and are not permitted to visit any other parts of the building or facility (only approved visitors performing business or school activities will be allowed to visit the applicable parts of the facilities or buildings that are germane to their activity or business). Parents should limit the number of family members visiting the school/office so social distancing guidelines can be followed. Alternate methods of meeting with parents virtually will be available and each building will identify a meeting room onsite where parents and school employees can meet and social distancing guidelines can be followed. In addition, when the scholars return to in-person classroom instruction for the 2021-2022 school year on August 23, 2021, early childhood and kindergarten scholars may need some assistance from their parents/guardians and as long as the four guidelines below have been completed the school principal/director may allow parents/guardians to assist with early childhood and kindergarten scholars as needed. **FOUR GUIDELINES:** Must wear a face covering, Must be temperature checked <100.4, Must use hand sanitizer, and Must complete a health screening survey with **NO COVID-19 SYMPTOMS**.

COVID-19 SYMPTOMS:

- Fever or chills
- Cough
- Shortness of breath or difficulty breathing
- New loss of taste or smell
- Fatigue
- Muscle or body aches
- Headache
- Sore throat

- Congestion or runny nose
- Nausea or vomiting
- Diarrhea

If community groups or non-RGSD employees are requesting building use permits for inside or outside activities, the district identified process for requests will be followed and decisions will be made based on the activity and adherence of the current COVID-19 guidelines.

Breakfast and Lunchroom Requirements:

When the scholars return to in-person classroom instruction in August, scholars arriving in the mornings to school will go to the cafeteria and pick up a breakfast and will eat in their classrooms or the cafeteria may be used if social distancing guidelines are followed. The same process will be in place for lunch. Each scholar will go through the lunch line and get their lunch and eat in their classrooms unless lunch schedules can be staggered so social distancing guidelines can be followed. Once all scholars have their breakfast or lunch and are back in their rooms and are sitting at their desks or at the lunchroom tables, scholars may remove their face covering to eat. Once they are done, the face covering must be placed back on for the day. If the cafeteria tables are used for breakfast or lunch, scholars can be seated on both sides of the table, but not facing another child to ensure social distancing guidelines are followed. The cafeteria tables and high touch surfaces will be cleaned and disinfected after breakfast and between lunch shifts if the cafeteria is used.

RGSD Child Nutrition 2021-2022 School Year Back to School Plan

Child Nutrition Program COVID-19 Waivers:


On April 20, 2021 USDA, Food & Nutrition Services announced a new suite of child nutrition program nationwide waivers and flexibilities to support a successful school reopening in school year 2021-2022. The flexibilities allow the Seamless Summer Option (SSO) to continue into the fall months. This extension of summer programs gives child nutrition program operators the authority to provide free meals to all children. The following key flexibilities are in full effect through June 30, 2022.

- Allow Summer Food Service Program and Seamless Summer Option Operations Extend Area Eligibility Waivers – Child Nutrition Response (CNR) #85
- Allow Non-congregate Feeding in SFSP and the National School Lunch Program Seamless Summer Option – CNR #87
- Allow Parents and Guardians to Pick Up Meals for Children- CNR #89
- Waiver of Meal Service Time Restrictions in the SFSP and the National School Lunch Program Seamless Summer Option - CNR #88
- Nationwide Waiver to Allow Area Eligibility for Closed Enrolled Sites – CNR #93

Transportation (School Bus):

All bus drivers will be temperature checked and must complete a daily health screening form prior to starting their route. Any driver exhibiting COVID-19 symptoms or has a fever of greater than

100.4 will be asked to return home and a substitute driver will be secured for the route. The bus drivers and all scholars must wear a face covering while riding on the school bus to and from school. Each scholar will be initially issued two face coverings (scholars may also wear their own face coverings as long as the face covering meets scholar handbook guidelines for appropriateness for schools and is not disruptive to the school culture or learning environment). ALL SCHOLARS must wear a face covering at all times while riding the school bus. However, for the purpose of providing safe driving conditions while the bus is in motion, the bus drivers may remove their face covering, but must place it back on upon arrival to their bus stops or school locations prior to the entrance or exiting of scholars from the bus. All buses will have hand sanitizer and scholars must use each time they enter the bus. Any scholar **NOT** wearing a face covering will not be allowed on the bus. Buses will be supplied with face coverings for scholars if they show up at the bus stop and do not have one. As previously stated, scholars need to take care of their face coverings. A seating chart will be developed by the district’s transportation provider that puts the first scholars picked up in the morning at the back of the bus and fills the bus from the back to the front. In the morning, scholars at the front of the bus would exit first and continue this procedure until all scholars have exited from the back seats. This procedure keeps scholars from passing each other on the bus and provides another layer of protection for all scholars from contracting or spreading COVID-19. When school is out for the day, a second seating chart will be developed by the district’s transportation provider, that puts the scholars on the last bus stop of the route on the bus first and seats them at the back of the bus so that the scholars with the first bus stops are in the front of the bus so they can get off first. This prevents scholars from passing other scholars while exiting the bus. If parents/guardians do not feel comfortable with their scholars riding the bus due to their concern for COVID-19, they may personally transport their scholars to and from school rather than riding the bus. *As mentioned above under in-class instruction, social distancing guidelines will be followed on the buses to the extent possible. It must be noted that depending on the number of scholars on the bus and the age of the scholar, following social distancing guidelines at the recommended distance may not be possible, but will be followed to the extent possible.* Schools will develop staggered end of the day release of scholars based on the bus seating charts, van and car riders, and walkers to minimize the time scholars are in close contact.

<u>CAMPUS</u>		 <p>We provide easy and convenient mobility, improving quality of life by connecting people and communities</p> <p>Committed to our customers Dedicated to safety Supportive of each other Accountable for performance Setting the highest standards</p>				
Example:						
<u>ROUTE</u>						
	<u>DRIVER SIDE</u>		<u>AISLE & ROW #</u>		<u>Passenger Side</u>	
<u>SEAT</u>	<u>SEAT</u>	<u>SEAT</u>		<u>SEAT</u>	<u>SEAT</u>	<u>SEAT</u>
	<u>DRIVER</u>		1	ENTRANCE DOOR		
A name	B name	C name	2	E name	D name	F name
A name	B name	C name	3	E name	D name	F name
A name	B name	C name	4	E name	D name	F name
A name	B name	C name	5	E name	D name	F name
A name	B name	C name	6	E name	D name	F name
A	B	C	7	E	D	F

name	name	name	8	name	name	name
A name	B name	C name		E name	D name	F name
A name	B name	C name		9	E name	D name
A name	B name	C name	10	E name	D name	F name
			REAR DOOR			

Transportation:

First Student will:

- Assign seats to reduce transmission and assist with contact tracing if necessary.
- Establish a protocol for loading and unloading of buses to minimize scholar contact such as loading the rear of the bus first.
- Establish daily cleaning protocols for sanitizing each bus.
- Require bus drivers to wear face coverings.

First Student may:

- Reducing the number of scholars on a bus by allowing only one scholar per seat and/or alternating rows of scholars unless the scholars are from the same household.
- Sanitizing each bus in between routes.

Cleaning and disinfecting:

The Centers for Disease Control and Prevention (CDC) has provided guidelines regarding cleaning and disinfecting school buildings and other areas.

Schools must:

Require the use of disposable gloves when cleaning and disinfecting.

- Clean and disinfect surfaces per CDC guidance.
- Practice routine cleaning of frequently touched surfaces.
- More frequent cleaning and disinfection may be required based on level of use.
 - High-touch surfaces and objects (such as tables, doorknobs, light switches, desks, phones, keyboards, faucets, etc.) should be cleaned and disinfected regularly.
- Disinfect using EPA-registered household disinfectant, properly diluted bleach solutions or alcohol solutions with at least 70% alcohol.

Schools may consider:

- Implementing sanitizing procedures using alternative means. Please check the effectiveness with local health department.

Scholar Participation in Athletics and Extra/Co-Curricular Activities Waiver

All athletics and extra/co-curricular activities will resume for the 2021-2022 school year. Scholars who elect to participate in athletics and/or extra/co-curricular activities will need to complete a waiver to participate in the activity or sport (See **Parent Permission and Waiver of Liability for Scholar Participation form – pg. 26**)

Staff Requirements:

Given what is known about the COVID-19 transmission dynamics, adults and adult staff within schools should follow social distancing guidelines to the extent possible while around other persons, particularly around other adult staff. Each staff member will be temperature checked and complete a Google Doc health screening survey each day upon arrival to work. District Safety Officers (DSO's) will perform the temperature checks when they are available. If the DSO is not available, the school nurse will perform the temperature checks. If the school nurse is not available, a school administrator/facility supervisor will perform the temperature checks. School administrators/facility supervisors will also need to identify at least two backup persons to perform temperature checks when they are not available. All staff must wear a face covering, practice safe social distancing, and use hand sanitizer each day while in or on district facilities to help prevent the spread of COVID-19. The district will initially provide each staff member two face coverings (staff may wear their own face covering as long as it is appropriate and adheres to district policies and procedures and does not disrupt the culture and learning environment of any facility or building as determined by district/school administrators). Hand sanitizer will be available in each classroom and building for scholar, staff, parent, and visitor use. As with scholars, all staff will be required to use hand sanitizer upon entering a facility or classroom each time to prevent the spread of COVID-19. All staff meetings and professional development activities may resume in-person for the 2021-2022 school year as long as face covering, health and safety protocols, and social distancing guidelines are followed.

RGSD District Guidelines:

- **All** new and returning employee workgroups will be required to watch the video “**Cleaning and Disinfecting Your Workplace**” through our MUSIC video portal prior to starting your first day of work for the 2021-2022 school year. The district will email each employee the link and password to sign and complete the video.
- **All** new and returning employee workgroups will be required to watch the video “**Coronavirus Awareness**” through our MUSIC video portal prior to starting your first day of work for the 2021-2022 school year. The district will email each employee the link and password to sign and complete the video.

Daily Screening - Taken directly from the SLCDPH 2019 Novel Coronavirus (COVID-19) Business and Individual Guidelines for Social Distancing and Re-Opening order.

- All Businesses shall conduct daily screening of employees and volunteers who work in their facilities for symptoms of COVID-19.

- All Businesses shall encourage employees or volunteers to quarantine or isolate if they have or are believed to have COVID-19 or if they have come into contact with individual(s) with COVID-19.

COVID-19 Protocol – RGSD Employees:

*You should **NOT** enter any district facility, if within the past 14 days you have experienced any symptoms of COVID-19. If any of the following symptoms are present and the employee will be absent from work, the employee MUST report this following the COVID-19 Reporting Guideline Tree (pg. 19).*

COVID-19 SYMPTOMS:

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

*You should **NOT** enter any district facility, if within the past 14 days you have had close contact with an individual that has a suspected or confirmed case of COVID-19 or demonstrated any the symptoms listed above. The employee MUST report this following the COVID-19 Reporting Guideline Tree (pg. 16).*

COVID-19 MITIGATING GUIDELINES:

Purpose: This policy is to outline the COVID-19 mitigating guidelines while on district campus. The guidelines have been carefully considered to address and promote the safety, health and welfare of our staff and community.

Disclosure: Our understanding of this disease is rapidly evolving. The information shared in the document today may be different tomorrow, based on emerging research. The information is based on the best guidance available from our local health authorities, department of Health and Senior Services and the Center for Disease Control and Prevention. CDC and DHSS will continue to closely monitor the evolving science for information that would warrant reconsideration of these recommendations.

DISTRICT EMPLOYEE GUIDELINES: Taken directly from CDC. *Coronavirus Disease COVID-19: Considerations for Schools, Business, Quarantine and Isolation and Contact Tracing*

All staff, administrators and visitors are required and expected to wear a face covering that is properly fitting, covers the face and nose and adheres to any additional guidelines set forth in this document and any other local mandated guideline information that is released by the local health authorities while on district campus.

1. **All staff must** complete the daily district health screening form [COVID-19 Daily Employee Screening Form](#) prior to arriving to work or immediately upon arrival to your workspace.
2. **DO NOT** report to work if you are sick **or** exhibiting any of the following COVID-19 like symptoms:
 - A. Stay home, if you are ill and/or not feeling well.
 - B. Symptoms range from mild symptoms to severe illness. Symptoms may appear 2-14 days after exposure to the virus. People with these symptoms may have COVID-19:
 - Fever or chills
 - Cough
 - New loss of taste or smell
 - Shortness of breath or difficulty breathing
 - Fatigue
 - Muscle or body aches
 - Headache
 - Sore throat
 - Congestion or runny nose
 - Nausea or vomiting
 - Diarrhea
3. If you are exhibiting any COVID-19 like symptoms at work, follow the COVID-19 Reporting Guidelines Tree (**pg. 16**) and go home immediately.
4. **DO NOT** report to work if you are **awaiting** COVID-19 test results.
 - **IF** testing has been completed, all staff and administrators are responsible to report a negative or positive test result and supporting artifacts to Human Resources.
 - You must await a written confirmation i.e., a release quarantine letter from St. Louis City (or PCP in St. Louis City only) or County Department of Public Health.
 - If you were exposed to COVID-19 and received a negative test result, per SLCDPH and CDC you must complete your **10 day** quarantine or as directed by SLCDPH or your Primary Care Physician (PCP).
 - DO maintain 3-6 feet of physical distance from other individuals to the extent possible.
5. **All staff must wear** a face covering to cover your nose and mouth at all times, while on district campus and in buildings to limit your exposure.

- **DO NOT** wear your mask below your nose or beneath your chin.
 - Avoid touching the front of your face covering.
 - Avoid close contact with people who are sick.
 - Avoid touching your eyes, nose and mouth.
 - View video for [Proper Face Mask Application and Wearing](#)
 - **DO** remove your PPE as instructed by the strings or loops.
6. **DO** maintain six feet of physical distance from other individuals to the extent possible.
 7. **DO** promote non-contact methods of greetings and meetings.
 - Minimize contact among co-workers/staff members.
 - Waving
 - Standard verbal salutations
 - Conduct virtual meetings, if applicable.
 8. Wash hands often with soap and water for 20 seconds, if soap and water are not readily available, use a 60% alcohol based hand sanitizer.
 - Before and after you eat
 - After you use the restroom
 - After you cough or sneeze into your hands or tissue
 9. Do not congregate in areas to eat. This means teachers should not gather in the Teacher’s Lounge or other areas in large groups to eat. The possibility of airborne infections increases when one removes their masks to eat and talk while eating.

What You Need to Know:

The following will take place, **IF** a symptomatic staff person or positive case has been confirmed:

- When a person infected with COVID-19 has been confirmed on school property, the district will contact the Local Public Health Authority (LPHA) immediately and follow the directions of the LPHA.
- The district will inform individuals of a possible exposure based on case information, as the U.S. Department Health and Human Services, Office for Civil Rights, stated that “a covered entity must make reasonable efforts to limit the information disclosed to that which is the ‘minimum necessary’ to accomplish the purpose.” *The district will not and CANNOT name any COVID-19 case individuals.*
- The district will notify any employee who has had close contact with the individual who has tested positive for COVID-19. **This is defined as: Less than 6 ft. for 15 minutes period of time by the CDC.**

- The district will track information regarding cases and exposures to ensure that no staff member or scholar returns to school before being released to do so, by the LPHA of record.
- The Local Public Health Authority will provide clear guidance and direction to schools and districts on the next steps for contact tracing and potential quarantine.
- **IF** the LPHA's functional ability to begin contact tracing on the same day of notification is constrained by an increase in cases, a decrease in staffing levels, etc., the LPHA may provide the necessary PHI to the school or district, along with instructions, to begin the process of identifying and isolating close contacts that occurred on school or district property.

DISTRICT EMPLOYEE CONTACT TRACING GUIDELINES:

Steps to follow if you have:

1. Tested Positive for COVID-19 **OR** has been exposed to a positive case **OR** suspected case:
 - **Notify your Building Principal, Direct Supervisor, and the Lead Nurse at scholarservices@rgsd.k12.mo.us and Human Resources at humanresources@rgsd.k12.mo.us about the confirmed positive test result.**
 - Follow the guidance and instructions provided from your PCP/SLCDPH
 - Do NOT contact the Lead Nurse to discuss your health concerns, contact your PCP.
2. If you have experienced symptoms, it is safe to return to work or be around others after:
 - 24 hours with no fever without the use of fever reducing medication
AND
 - Respiratory symptoms have improved (e.g. cough, shortness of breath)
AND
 - 10 days since symptoms first appeared
OR
 - Depending on your PCP's advice and availability of testing, you might get retested to see if you still have COVID-19. If you will be tested, you can be around others when you have no fever, respiratory symptoms have improved, and you receive two negative test results in a row, at least 24 hours apart.
3. If you have been or informed of being in close contact with an individual in the district that has tested positive for COVID-19. Immediately go home to begin quarantine; monitoring for any symptoms.
 - Contact your PCP for testing and/or next steps. If you do not have a PCP, contact the SLCDPH at 877-435-8411 or 314-615-2660.

- **Stay home** and anticipate self-quarantine for 10 days (monitoring symptoms) **or** until further notice (following a contact tracing/case investigation), from HR, the District Lead Nurse or St. Louis City or SLCDPH.
- Check and monitor for any developing [symptoms](#) for 10 days and contact your healthcare provider starting from the last date of exposure to the positive case individual.

***Link for 14 day log:** [Instructions for 14 Day Temperature and Symptom Log for Contact Tracing](#) (print only)

Administrative Reporting Guidelines:

When a Positive COVID-19 Case is Reported:

1. The “COVID-19 Response Communication Tree ” is activated
2. The identified “positive case” employee is required to notify (email or call)
 - a. Building Principal or Direct Supervisor
 - b. Human Resources at (humanresources@rgsd.k12.mo.us)
 - c. Scholar Services at (scholarservices@rgsd.k12.mo.us)
3. The Building Administrator or Direct Supervisor will notify the appropriate Cabinet Member (applicable to your position) and continue following the Reporting Guideline Tree below.

COVID-19 Reporting Guideline Tree - the following roles will report the positive case to the next person/department on the reporting tree

1. Confirmed case reports the information to:
 - a. Building Principal or Direct Supervisor → District Cabinet Member (applicable to your position) → Assistant Superintendent of Human Resources → Lead Nurse
 - b. Assistant Superintendent of Human Resources → Superintendent + Director of Facilities and Communication to Buildings (Possible Exposure)
 - c. District Lead Nurse → SLCDPH
4. **The Contact Tracing Team will:**
 1. Follow-up with the positive case individual to identify close contact individuals who may have been exposed.
 - A. Create a spreadsheet to begin contact tracing, to include:
 - Name
 - Personal Contact Information
 - District Role/Position
 - Building Location of Encounter with Individual
 - Last Known Date of Contact
 - Face Covering Usage

B. Contact the COVID-19 Positive Case District Employee to obtain the names of all persons of close contact (district and/ or contracted workers) on district campus.

C. Contact Human Resources to obtain contact information related to those who were in close contact with the employee who tested positive

D. Contact those individuals to perform contact tracing

E. Inform Health Department of all of the contact tracing Information

F. Share this information with Human Resources

- The Contact Tracing Team will notify those that have come in close contact with the positive employee as identified by the Center for Disease Control
 - *“Individual who has had close contact within 6 feet for at least 15 minutes.”*
- Staff employees will need to go home and begin quarantine until further notice. Follow any guidance provided from their HealthCare Provider and/or until SLCDPH’s case investigations have been completed.
- Quarantined district staff employees may return to work once your 10 days have passed since your last contact with someone who has tested positive for COVID-19 **AND** you have not had symptoms for those 10 days.
- The Lead Nurse will forward the Close Contact Spreadsheet to Human Resources at **humanresources@rgsd.k12.mo.us** and the Health Department as required.

5. In accordance with state and local laws and regulations, school administrators should notify local health officials, staff, and families immediately of any case of COVID-19 while maintaining confidentiality in accordance with the ADA Act.

Riverview Gardens Reopening of Schools – Employment Related Q & A

Question 1: Can an employee who has an increased risk for severe illness if exposed to the COVID-19 virus take paid sick leave if they are not ill and have not contracted the virus?

Answer: Not under current district policy. Policy GCBDA, Professional Staff Short- Term Leaves, and Policy GDBDA, Support Staff Leaves, both state that “sick leave” is available for “illness, injury or incapacity” of the employee, the employee’s immediate family, “other relatives” with permission granted by the superintendent, and “pregnancy, childbirth and adoption leave in accordance with this policy.” All definitions of “sick leave” require actual illness, injury, or incapacity. Having a greater risk for severe illness if exposed to COVID-19 does not make one eligible for sick leave under current district policies.

Question 1a: Can the employee take unpaid sick leave under the circumstances described

above?

Answer: “Sick leave” is not available under these circumstances. Employees may be eligible to take personal leave or vacation under Policies GCBDA or GDBDA. The district reserves the right to make deductions from employees’ pay for unpaid absences. *See* Policy DLB, Salary Deductions. However, Policy GBCBC, Staff Absences and Tardiness, states that employees may be disciplined for absences that are “not granted as paid or protected leave under Board policy or law.”

Question 2: Can an employee who shares a household with a person who has an increased risk for severe illness if exposed to the COVID-19 virus take paid sick leave if the employee is not ill and has not contracted the virus and the household member is not ill and has not contracted the virus?

Answer: No. See answer to Question 1.

Question 2a: Can the employee take unpaid sick leave under the circumstances described above?

Answer:No. See answer to Question 1a.

Question 3: Can teachers opt-out of in-person instruction and choose to teach virtually when school resumes in the fall?

Answer: It depends. If some teachers will be doing virtual instruction (teaching via phone or videoconference from home or other off-site location), then the district may allow teachers to choose to teach virtually. Which teachers are assigned virtual instruction should be determined based on the needs of the district and the district’s obligation under the Americans with Disabilities Act (“ADA”) and state and local laws to accommodate employees who have disabilities that place them at increased risk for severe illness if exposed to the COVID-19 virus.

If all teachers will be returning to their classrooms and no one will be providing virtual instruction, then teachers have no right to teach remotely unless a.) They have a disability that places them at increased risk for severe illness if exposed to the COVID-19 virus, b.) Virtual instruction is a reasonable accommodation for the teacher’s disability, and c.) Allowing the teacher to provide virtual instruction does not create an undue hardship for the district.

If some teachers will be providing virtual instruction, then virtual instruction would likely be a reasonable accommodation for a teacher with a disability that places them at increased risk for severe illness if exposed to COVID-19. The district should consider assigning virtual instruction positions to teachers who require this accommodation.

If the district will only be providing in-person instruction, then permitting teachers to teach virtually would most likely cause undue hardship (defined as “significant difficulty or expense”) to the district. The EEOC has identified the following as possible accommodations for employees who must be physically present at the workplace: changes to the work

environment such as designating one-way aisles; using plexiglass, tables, or other barriers to ensure minimum distances between scholars and coworkers per CDC guidance; temporary job restructuring of marginal job duties; temporary transfers to a different position; or modifying a work schedule or assignment to permit an individual with a disability to perform safely the essential functions of the job while reducing exposure to others in the workplace. These could be provided to employees with disabilities if all instruction will occur in schools.

Source: <https://www.eeoc.gov/wysk/what-you-should-know-about-covid-19-and-ada-rehabilitation-act-and-other-eeo-laws> (updated June 17, 2020)

Question 4: Is the district required to allow non-instructional personnel to work remotely?

Answer: Not unless the employee has a disability that puts them at greater risk for serious illness if exposed to the COVID-19 virus. Employees who have such disabilities may request telework as a reasonable accommodation to reduce their chances of infection. The district will need to analyze whether remote work is a reasonable accommodation for the employee and, if so, whether providing the accommodation will cause undue hardship for the district.

See 29 C.F.R. § 1630.2(o)(1)(ii), (2)(ii) (1997) (modifications or adjustments to the manner or circumstances under which the position held or desired is customarily performed that enable a qualified individual with a disability to perform the essential functions).

Question 5: Is the district required to accommodate employees who do not want to leave their home because a member of their household has an increased risk for severe illness if exposed to the COVID-19 virus?

Answer: No. Under the ADA and applicable state and local disability laws, an employer's obligation to reasonably accommodate an employee is limited to accommodating an employee whose own health condition limits their ability to perform the essential functions of their job.

Source: <https://www.eeoc.gov/wysk/what-you-should-know-about-covid-19-and-ada-rehabilitation-act-and-other-eeo-laws>

Question 6: Can the district require an employee who claims to have an increased risk for severe illness if exposed to the COVID-19 to be examined by a doctor of the district's choosing to confirm the existence of risk factors? If so, must the district pay for this examination?

Answer: An employer may not make disability related inquiries or require a medical examination unless such examination or inquiry is shown to be job-related and consistent with business necessity. Generally, a disability-related inquiry or medical examination of an employee may be "job-related and consistent with business necessity" when an employer "has a reasonable belief, based on objective evidence, that: (1) an employee's ability to perform essential job functions will be impaired by a medical condition; or (2) an employee will pose a direct threat due to a medical condition." Disability-related inquiries and medical examinations that follow up on a request for reasonable accommodation when the disability

or need for accommodation is not known or obvious also may be job-related and consistent with business necessity.

Therefore, if an employee requests an accommodation for a disability that is not obvious and that may place the employee at increased risk for COVID-19, the district may request documentation from the employee's PCP and may require a medical examination if the employee provides insufficient documentation. The ADA does not prevent an employer from requiring an employee to go to an appropriate health care professional of the employer's choice if the employee provides insufficient documentation from his/her treating physician (or other health care professional) to substantiate that the employee has an ADA disability and needs a reasonable accommodation. However, if an employee provides insufficient documentation in response to the employer's initial request, the employer should explain why the documentation is insufficient and allow the employee an opportunity to provide the missing information in a timely manner. The employer also should consider consulting with the employee's doctor (with the employee's consent) before requiring the employee to go to a health care professional of its choice. Documentation is insufficient if it does not specify the existence of an ADA disability and explain the need for reasonable accommodation. Documentation also might be insufficient where, for example: (1) the health care professional does not have the expertise to give an opinion about the employee's medical condition and the limitations imposed by it; (2) the information does not specify the functional limitations due to the disability; or, (3) other factors indicate that the information provided is not credible or is fraudulent. If an employee provides insufficient documentation, an employer does not have to provide reasonable accommodation until sufficient documentation is provided. Any medical examination conducted by the employer's health care professional must be job-related and consistent with business necessity. This means that the examination must be limited to determining the existence of an ADA disability and the functional limitations that require reasonable accommodation. If an employer requires an employee to go to a health care professional of the employer's choice, the employer must pay all costs associated with the visit(s).

Source: <https://www.eeoc.gov/laws/guidance/enforcement-guidance-disability-related-inquiries-and-medical-examinations-employees> (Issued July 26, 2000)

Question 7: Can businesses require staff to wear masks while working on-site, even if the staff member is fully vaccinated? Can a business require customers to wear masks while on-site?

Answer: Yes. At this time, a mask is still required for all scholars, parents, and visitors to RGSD facilities. As noted in the CDC guidance, fully vaccinated individuals may “resume activities without wearing masks or physically distancing, except where required by federal, state, local, tribal, or territorial laws, rules and regulations, **including local business and workplace guidance.**” It is up to individual businesses or workplaces if they would like to require masks for staff and/or customers. We recommend that businesses consider the level of risk in their specific setting (e.g., crowding, ventilation, indoor/outdoor) when making these types of operational decisions. HIPAA (The Health Information Portability and Accountability Act) creates data privacy responsibilities within the context of “covered entities” during the provision of healthcare services. HIPAA’s provisions do not prevent a business asking an employee or customers about their vaccine status. As identified by the EEOC, businesses are allowed to incentivize or require

the vaccine (while noting certain exceptions for disability and religious exceptions). Businesses are also generally able to request proof of vaccination as long as they are able to cite a direct threat to other employees or customers.

<https://stlcorona.com/dr-pages-messages/covid-19-safe-operating-protocols/masking-faq/>

Question 8: Do I need to get tested?

Answer: If you are experiencing any COVID-19 like symptoms, contact your PCP or SLCDPH to identify next steps and/or testing site.

Question 9: I was tested and my test results were negative, can I go back to work?

Answer: Per the SLCDPH and CDC guidelines, you will need to stay home and quarantine for the full 10 days if you were exposed to a person who tested positive for COVID-19. Even though your test result was negative, the virus could still be incubating. You probably were not infected at the time your sample was collected. However, that does not mean you will not get sick. The test result only means that you did not have COVID-19 at the time of testing. You might test negative if the sample was collected early in your infection and test positive later during your illness. Experts indicate that it is best to test around 5-7 days after exposure.

The CDC indicates that even if you test negative for COVID-19 or feel healthy, you should stay home (quarantine) since symptoms may appear 2 to 14 days after exposure to the virus. For more information, visit link below "Stay home if you might have been exposed to COVID-19" guidance at <https://www.cdc.gov/coronavirus/2019-ncov/if-you-are-sick/quarantine.html>

Question 10: I tested positive, when can I return to work?

Answer: Please direct questions about returning to work to studentservices@rgsd.k12.mo.us, the SLCDPH, and your PCP.

Question 11: A relative or a close friend that I have been in close contact with has been identified as a close contact, do I need to quarantine?

Answer: If you have been around someone who was identified as a close contact to a person with COVID-19, closely monitor yourself for any symptoms of COVID-19. You do not need to self-quarantine unless you develop symptoms or if the person identified as a close contact develops COVID-19 or tests positive.

Question 12: Am I at risk for touching mail, packages and products?

Answer: There is still a lot that is unknown about COVID-19 and how it spreads. Coronaviruses are thought to be spread most often by respiratory droplets. Although the virus can survive for a short period on some surfaces, it is unlikely to be spread from domestic or international mail, products or packaging. However, it may be possible that people can get COVID-19 by touching a surface or object that has the virus on it and then touching their own mouth, nose, or possibly their eyes, but this is not thought to be the main way the virus spreads.

Question 13: If I was previously infected with COVID-19, can I get it again?

Answer: For persons who develop new symptoms consistent with COVID-19 during the first 3 months since the date of symptom onset of the most recent illness episode, retesting may be warranted if alternative etiologies for the illness cannot be identified. If reinfection is suspected, repeat isolation and contact tracing may be needed. The determination of whether a patient with a subsequently positive test is contagious to others should be made on a case-by-case basis, in consultation with infectious diseases specialists and public health authorities.

Question 14: What is the difference between cleaning and disinfecting?

Answer: *Cleaning* with soap and water removes germs, dirt, and impurities from surfaces. It lowers the risk of spreading infection. *Disinfecting* kills germs on surfaces. By killing germs on a surface after cleaning, it can further lower the risk of spreading infection.

Taken Directly from the St. Louis County Government Website –Making FAQ

What does the new CDC guidance mean for me?

Those who are fully vaccinated, meaning that they have received all necessary doses and waited two weeks, may resume activities without wearing masks or physically distancing, except where required by federal, state, local, tribal, or territorial laws, rules and regulations, including local business and workplace guidance.

People who are not fully vaccinated (those who are not at least two weeks post-completion of a vaccination series) remain at risk of contracting and transmitting the virus. To protect their own health and the health of people around them, it is vital that those not fully vaccinated continue to wear a face covering when in public around other people, practice social distancing, and maintain other CDC-recommended measures to prevent the spread of SARS-CoV-2.

We would like to encourage patience and respect on the part of everyone in navigating this change. While you know if you are fully vaccinated, the businesses that you go to and the people you are around in public don't have the same knowledge. Businesses retain the right to require their employees and customers be masked. It is good practice to keep a mask with you so that you can be respectful of the needs of others.

How does this new guidance affect the Public Health Orders in Saint Louis County?

Saint Louis County has rescinded the ReOpenSTL Order. In accordance with CDC Guidelines, DPH strongly recommends that individuals who are not fully vaccinated continue to social distance AND wear face coverings when indoors around other people and wear face coverings OR social distance when outdoors.

The new CDC guidance does not change the [Sixth Amended Quarantine and Isolation Order](#), [Residential Living Facilities Reporting Requirement Order](#), [Amended Non-Congregate Sheltering Order](#), and the [Rapid Notification Order](#).

What does it mean to be “fully vaccinated?”

According to the CDC, “people are considered fully vaccinated for COVID-19 ≥ 2 weeks after they have received the second dose in a 2-dose series (Pfizer-BioNTech or Moderna), or ≥ 2 weeks after they have received a single-dose vaccine (Johnson and Johnson [J&J]/Janssen). Individuals who received COVID-19 vaccines authorized for emergency use by the World Health Organization (e.g. AstraZeneca/Oxford) are also considered to be fully vaccinated for COVID-19 ≥ 2 weeks after they have received the second dose.

There is currently no post-vaccination time limit on fully vaccinated status. The post-vaccination time limit on fully vaccinated status will be updated as CDC releases updated recommendations and guidelines. It is likely that additional booster doses will be encouraged/required moving forward as the virus and our understanding of it changes.

Unvaccinated people refers to individuals of all ages, including children, that have not completed a vaccination series and waited the required time to reach full immunity.

What is the current status of vaccination efforts in the St. Louis region? What level of protection offered by the vaccine?

As of 5/14/21, over 33% of St. Louis County residents have completed their vaccine series (i.e., 2 doses of Pfizer or Moderna or 1 dose of J&J) and almost 42% of residents have received at least one dose. The percentage of residents that have completed their full course of vaccines and the required waiting period is not currently available. For more information about the current status of vaccination, please [click here](#).

Out of over 75 million fully vaccinated Americans, the CDC has identified 5,814 breakthrough cases, of which only 30% had symptoms. This suggests that the vaccine provides at least 95% protection. In addition, fully vaccinated Americans that do get COVID are more likely to have asymptomatic or non-serious infections.

What impact does the new guidance have on testing, isolation, and quarantine?

The new CDC guidance does not change current isolation and quarantine requirements, as requirements already had specific exceptions in place for fully vaccinated people.

Isolation Cases of COVID-19 are still required to isolate for 10 days following their symptom onset or specimen collection (whichever was earlier) *regardless of vaccination status*.

Quarantine Vaccination status does impact whether a person (i.e., a contact) who has been exposed to a positive case is required to quarantine. People who are not fully vaccinated and have been identified as close contacts of a COVID-19 case are required to quarantine for 10 days following their last exposure to the infectious case. Most fully vaccinated people with no COVID-like symptoms following an exposure to someone with COVID-19 do not need to quarantine, be restricted from work, or be tested following an exposure to someone with suspected or confirmed COVID-19, as their risk of infection is low. If a fully vaccinated person is a household contact to a case and works with a primarily unvaccinated population (e.g., school children), the vaccinated

person should consider taking extra precautions (e.g., wearing a mask and maintaining social distance) to minimize the possibility of transmission to those who are unvaccinated. All close contacts to a positive person – vaccinated or unvaccinated – should still monitor for symptoms of COVID-19 for 14 days following an exposure. Fully vaccinated individuals do not need to get tested or to quarantine as long as they remain asymptomatic.

What does the new guidance mean for people who are fully vaccinated but are immunocompromised?

According to the CDC, “People with immunocompromising conditions, including those taking immunosuppressive medications (for instance drugs, such as mycophenolate and rituximab, to suppress rejection of transplanted organs or to treat rheumatologic conditions), should discuss the need for personal protective measures with their healthcare provider after vaccination.”

If I am fully vaccinated, are there reasons I might still choose to wear a mask or practice social distancing while in public?

Yes. While the risk of COVID-19 infection and subsequent transmission to others is very low among those who are fully vaccinated, it is not zero. Because the majority of St. Louis County residents have not been fully vaccinated (including many who are not yet eligible and those who have a medical contraindication) wearing a mask while in public isn't just protecting you, it's also protecting those around you. Additionally, for many people, masking serves as part of a culture of respect for those who cannot or have not been vaccinated. For example, a parent or teacher may remain masked in order to serve as a good example for unvaccinated children.

Are there any settings where the new CDC guidance does not apply?

Yes. As stated in the CDC guidance, “all travelers are required to wear a mask on all planes, buses, trains, and other forms of public transportation traveling into, within, or out of the United States and in U.S. transportation hubs such as airports and stations.”

The guidance is also not appropriate for such high-risk settings as healthcare facilities or congregate living facilities (e.g., homeless shelters, jails/prisons/detention centers).

Can this guidance change in the future? Why do the public health recommendations keep changing?

Yes, the guidance could be reversed or updated based on new information, such as an increase in transmission rates nationally or locally or new variants against which vaccination is not as effective.

While shifting guidance can be frustrating and sometimes confusing, it is essential that recommendations reflect both the latest scientific understanding and the current situation “on the ground.” As scientists learn more about this novel virus and how it is transmitted in different populations, and as new variants emerge that could potentially target different populations (e.g., children who are not yet eligible to be vaccinated), we must continue to ensure that our guidance reflects the most up-to-date knowledge of the current situation locally, nationally, and globally.

Can businesses require staff to wear masks while working on-site, even if the staff member is fully vaccinated? Can a business require customers to wear masks while on-site?

As noted in the CDC guidance, fully vaccinated individuals may “resume activities without wearing masks or physically distancing, except where required by federal, state, local, tribal, or territorial laws, rules and regulations, including local business and workplace guidance.” It is up to individual businesses or workplaces if they would like to require masks for staff and/or customers. We recommend that businesses consider the level of risk in their specific setting (e.g., crowding, ventilation, indoor/outdoor) when making these types of operational decisions. HIPAA (The Health Information Portability and Accountability Act) creates data privacy responsibilities within the context of “covered entities” during the provision of healthcare services. HIPAA’s provisions do not prevent a business asking an employee or customers about their vaccine status. As identified by the EEOC, businesses are allowed to incentivize or require the vaccine (while noting certain exceptions for disability and religious exceptions). Businesses are also generally able to request proof of vaccination as long as they are able to cite a direct threat to other employees or customers. [More information can be found here.](#)

Can a business require proof of vaccination for a staff member or customer who is not wearing a mask?

As above, it is up to individual businesses or workplaces if they want to require proof of vaccination for staff members or customers who are not wearing masks. We recommend that businesses consider the level of risk in their specific setting (e.g., crowding, ventilation, indoor/outdoor) when making these types of operational decisions. As identified by the EEOC, businesses are allowed to incentivize or require the vaccine (while noting certain exceptions for disability and religious exceptions). Businesses are also generally able to request proof of vaccination as long as they are able to cite a direct threat to other employees or customers. [More information can be found here.](#)

Can a business or other entity prohibit someone from entering if the person is wearing a mask?

Yes. Private businesses may put in place and enforce any policies they would like as long as they are not explicitly prohibited from doing so by federal, state, or local law.

Can individuals or households require those entering their home (e.g., babysitters, friends, contractors) wear a mask while inside their private home? Can individuals or households ask for proof of vaccination?

Individuals have always been able to make decisions about what goes on in their own homes as long as it is within local, state, and federal law. The new guidance does not change this.

How does this guidance apply to settings with largely unvaccinated populations (e.g., daycares, schools)?

We recommend that schools and daycares continue to have both students and staff mask while indoors. In daycare and elementary school settings, students are not yet eligible for vaccination. Because of the susceptibility of those who are unvaccinated, as well operational challenges (such as maintaining cooperation of students with masking while staff are not wearing masks), we recommend maintaining the current practice of masking.

How does this apply to middle school and high school settings?

We recommend that middle and high school settings continue to have both students and staff mask while indoors. Especially while vaccination rates remain relatively low (especially among newly-eligible 12-to-15-year-olds), it is difficult to assess who is vaccinated and who isn't. Additionally, continued indoor mask use by both students and staff may help alleviate operational challenges (such as maintaining cooperation with masking for those who are not yet vaccinated).

Are schools allowed to implement modified quarantine if the case or close contact was not wearing a mask?

If schools opt to drop mask mandate, modified quarantine cannot be implemented. Close contacts of a case will be required to quarantine for 10 days from the last exposure to the positive person and continue to self-monitor for symptoms for 14 days after the last exposure to the positive person.

PARENT PERMISSION AND WAIVER OF LIABILITY FOR SCHOLAR PARTICIPATION AT *Riverview Gardens School District*

By signing below, I give permission for my child, _____, to participate in the following program or activity on [date] at the *Riverview Gardens School District* (the "District"): [title and description of program or activity].

(initials) I acknowledge that federal and state government officials have declared that there currently exists a public health crisis in our country related to the Coronavirus Disease 2019 ("COVID-19").

(initials) I confirm that I will not permit my child to participate in the program or activity if, at any time during the program or activity, my child is showing any symptoms of COVID-19 (including but not limited to fever, dry cough, fatigue, shortness of breath, chills, muscle pains). Additionally, I confirm that I will not permit my child to participate in the program or activity if, at any time during the program or activity, my child has been in contact with any individual diagnosed with COVID-19 or any individual currently waiting for test results confirming the possibility of a COVID-19 diagnosis. I agree that in such situations, my child will be unable to participate in the program or activity until: (i) 14 calendar days after the symptoms first appeared and my child is no longer showing any symptoms; or (ii) a healthcare provider has confirmed in writing that my child has tested negative for COVID-19 or that my child's symptoms were not due to COVID-19.

(initials) I understand that the *Riverview Gardens School District* cannot prevent the possible transmission or contraction of COVID-19 for my child.

The undersigned agrees to release, discharge, hold harmless and indemnify the [*Riverview Gardens School District*], its agents, employees, officers, Board of Education members, insurers and others acting on the District’s behalf (the “Releasees”), of and from any and all claims, demands, causes of action and/or legal liabilities for injuries to or death of my child occurring during, or resulting from, or participation in the above-mentioned program or activity and related in any way to COVID-19, even if the cause, damages or injuries are alleged to be the fault of or alleged to be caused by the negligence or carelessness of the Releasees.

Signature: _____
(Parent or Legal Guardian)

Signature: _____
(Scholar)

Date: _____

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