

Madison County Public Schools

Phase III COVID-19 Mitigation Health Plan

Currently, Madison County is experiencing minimal case transmission based on the data viewed on the Virginia Department of Health website:

<https://www.vdh.virginia.gov/coronavirus/covid-19-daily-dashboard/>. This health mitigation strategy will not vary from phased guidance in any major way. Madison County Public Schools staff and faculty have a *medium* job hazard classification with the exception of school nurses. Based on job expectations, school nurses are classified as *high* risk for exposure.

Madison County Public Schools has formed a COVID-19 team within the school division and a point person at each building has been assigned.

Division Team

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MCPS has communicated with the local health department and will continue to do so as we plan for re-opening our buildings. The lead school nurse at Madison County High School will continue to work with Administrator April Achter for the Rappahannock-Rapidan Health District - (540)316-6280 and april.achter@vdh.virginia.gov.

Health and Absenteeism

Student Health and Absenteeism:

For students who are on-campus, MCPS will monitor student absenteeism using already established attendance procedures. Should the rate of absenteeism increase in any school or across the division, the Superintendent will be made aware of this by the building level principal or designee. Additionally, the Family Support Worker will monitor student attendance at the district level and report to the Superintendent and MCPS lead nurse any fluctuations in daily attendance rates. The MCPS lead nurse will consult with officials from the Madison County Health Department regarding possible causes and next steps.

For students who are 100% Distance Learners, attendance will be monitored through the participation and completion of assignments. We will follow the Virginia Department of Education's guidance on best practices for attendance for distance learners which is still forthcoming. If a teacher has a concern about a student's inactivity or lack of participation or work completion, they will alert their school administrators and contact the student and the parent to discuss the situation and what can be done to further support the student. The Family Support Worker will also provide support to schools, as needed, through contacting families of inactive students and making home visits.

Because our school brings so many people together, we need to assume we may see cases of COVID-19 in our school community over the course of the academic year until a vaccine is available. While the practices above outline measures to prevent the spread of illness, the following protocols will be in place in the event an individual in our school develops symptoms of COVID-19 during the school day:

1. Teachers have received additional training to identify symptoms of COVID-19. If a student is identified as symptomatic, they will be escorted to a designated room in our school where they can be kept separate from others.
2. The student will be given a surgical mask to wear, and the school nurse will ask them about their symptoms. If the student is exhibiting symptoms consistent with COVID-19, parents or guardians will be called to pick up their student. **A parent or trusted adult identified on the student's contact information form is required to pick up the student within 1 hour of receiving a phone call.** Decisions regarding siblings and other

household members will be made on a case-by-case basis, however, it is likely that siblings will be sent home.

3. Upon arrival to school, the parent will call to notify the school that they are in the parking lot. The student and other household members will then be escorted to the car by a staff member.
4. The student will be sent for further medical evaluation. A return to school will be contingent upon health care provider recommendation and made on a case-by-case basis.

Employee Health and Absenteeism:

MCPS has placed the following protocol in place to monitor employee health and absenteeism:

- A survey via Google Form (or via paper copy, as needed) went out to all employees to identify any individual who has circumstances that will impede a return to on-site work upon reopening. Human resources will contact all individuals who respond affirmatively to determine the nature of risk factors or barriers to return to work. Medical documentation will be requested in order to provide appropriate accommodations, modifications, supports, and/or alternatives to on-site work.
- MCPS has developed an Employee Return to Work document which provides guidance to all employees with recommended health and safety precautions to take before and during work. The Return to Work document contains information about health and safety while at work, including risk mitigation strategies and a daily health screening tool.
- The following employee absence and notification requirements and action steps will be followed:
 - School Buildings:
 - Employees will leave a note in Absence Management (Frontline) if an absence is related to COVID.
 - When an administrator becomes aware of a COVID related absence, they will alert their school nurse who will contact the employee for additional information. If required, the nurse will contact the VDH.
 - MPS/SBO: Cassandra Gore, Ext. 1530
 - WYES: Linda Lampman, Ext. 2119
 - WWMS: Sarah Moore, Ext. 3530
 - MCHS: Michelle Young, Ext. 4530
 - Other employees not assigned to a building:
 - When a supervisor becomes aware of COVID related absence (through Frontline Absence Management notes) they will contact Michelle Young,

Lead Nurse, to follow-up with the employee for additional information. If required, the nurse will contact the VDH.

- MCPS will require employees to complete a health screening protocol before reporting to work each day. The results of the individual health screen will be reviewed and documented by the school nurses.
- The Daily Health Screening consists of the following questions:
 - Do you have a temperature of 100.4 or higher?
 - Have you been exposed to anyone with COVID-19 within the last 14 days?
 - In the last 14 days, have you been exposed to someone who has been recommended for testing or is awaiting results?
 - Have you been recommended for testing or are you awaiting results?
 - Do you have any other symptoms of COVID-19 that have recently developed and cannot be attributed to another illness or pre-existing condition?
 - Fever over 100.4 F
 - Cough
 - Trouble Breathing
 - Shortness of breath
 - Fatigue
 - Headache
 - Chills
 - Body aches
 - Loss of sense of taste or smell
 - Sore throat
 - Congestion or runny nose (not associated with seasonal allergies)
 - Nausea or vomiting
 - Diarrhea

Communication

As part of the effort to orient, train, and communicate with staff, students, and parents a Health Procedures Summary Document has been developed. This document serves as the foundation for all communication regarding health mitigation strategies for employees, students, and parents. Training will be provided to staff prior to and upon return to school during teacher work weeks. The Health Procedures Summary Document will be distributed to staff, students, and parents prior to the start of school and more intensive training will occur for students once they return physically to the school building. Distribution will occur through several communication platforms including: school website, social media platforms, local media, and the United States Postal Service.

MCPS will follow standard operating procedures to notify families of an outbreak and a subsequent school closure through our school messenger system (phone, email, and text). For single positive cases, school nurses will make direct contact with parents. Notifications will be done in a way that protects the confidentiality of the ill individual and clearly explains what the school is doing in response to the diagnosis and what the recommendations are for teachers, staff, and parents.

We understand our whole community may have a lot of questions if a case of COVID-19 is identified in the school. Given this, we have outlined the procedures we will follow in the event of a case:

- If a student or teacher has a confirmed positive case of COVID-19, all members of that classroom will be notified with a letter sent home with students. Any students who may have come in close contact with the positively testing individuals on the bus will also be notified of their level of exposure. Students and or teachers identified as close contacts (exposure within six feet and for fifteen minutes or more) will be sent home and **required to quarantine at home beginning the following day after exposure**. The Rappahannock Rapidan Health District will contact families by phone to provide instructions for quarantining.
 - These same procedures will apply if a student or staff member becomes symptomatic during the school day and COVID-19 is suspected.
- If a symptomatic student tests negative for COVID-19, all students may return to school the following day. If the symptomatic student tests positive, all students who may have been exposed will be required to quarantine at home for 14 days. Individuals experiencing symptoms consistent with those of COVID-19 should stay home regardless of testing status unless there has been a release by a doctor. **Parents will need to plan accordingly for childcare needs in the event your student needs to be home unexpectedly.**
- The families of all students in the school will be notified that a confirmed case of COVID-19 has been identified in the school. Most likely a majority of students and staff school wide will be considered low risk due to the social distancing, use of masks and handwashing in the school. Some students who may be identified as a close contact by a health department investigation of the individual may be required to quarantine for 14 days. Families will be provided with information on how to monitor for symptoms and a reminder of the precautions to prevent the spread of disease.
- In certain circumstances, such as a large outbreak of cases, the school may have to return to an online learning environment for a period of time. Families should have contingency plans in place should the school need to close for several weeks.

Community Response

MCPS will coordinate with local agencies and organizations to include the Department of Social Services (DSS), the Virginia Department of Health (VDH), the Madison County Emergency Medical Services, Madison County Sheriff's Office, Madison County Administrator, local civic organizations, and local churches in the community response to the COVID-19 pandemic.

Student Health Services

MCPS has reviewed current health policies and procedures to ensure alignment with CDC, VDH, and VDOE guidelines, as well as recommendations from the Virginia School Nurse Association and American Academy of Pediatrics. Ongoing training will be provided to all health services staff and designated lay responders to address any health concerns or safety needs while remaining in compliance with all of these guidelines and recommendations. This includes nurse-led training to educate staff on signs and symptoms, any changes in procedures, and what staff should do in the event they suspect an individual is sick.

Medical Grade PPE will be provided to all nurses and the athletic trainer. Each school nurse and the athletic trainer will receive four sets of medical grade PPE. Additional PPE will be stored with the lead nurse and made available to schools to replenish as needed. School nurses and the athletic trainer will be required to maintain three sets of PPE on hand at all times. See Appendix A for proper donning and doffing procedures.

MCPS will continue to provide health services as usual in addition to our COVID-19 response. To prevent exposure to students who may be sick, medications and first aid will be delivered in a separate space from where sick children. Designated staff members will be trained by Registered School Nurses to assist should a sick child require isolation to prevent the potential spread of COVID-19. Individual healthcare plans will address COVID-19 for students with health needs.

Routine Mental Health Services

MCPS has developed a plan to implement Tier I trauma-informed practices, including morning meetings and evidence-based SEL curricula. MCPS is using the Virginia Tiered System of

Supports (VTSS) framework and various other resources to provide social-emotional support to students in each building. School counselors will be available by phone or in person for any student, family or staff member that requires assistance. Home visits will be made as needed with physical distancing prioritized. Referrals to local mental health services will continue as normal, including accessing emergency services through the local Community Services Board and Family Assessment Planning Team (FAPT)-funded services.

Social Emotional Learning in Schools:

- We must address the emerging psychological, social, and emotional needs of students in order to deal with learning loss and gaps extending from this crisis.
- Through our Olweus Anti-bullying Program, classrooms hold frequent class meetings. These meetings give students and teachers time to discuss social emotional learning topics such as understanding and managing emotions, empathy, respect, citizenship, and mindfulness.
- We are prioritizing time to engage with students as we return to school after our closure understanding that students may have concerns and fears surrounding the current pandemic and multiple changes it has brought with it.
- Grades K-8 will be using *Second Step* during the 2020-2021 school year.
- *Second Step* is a program which provides teachers with lessons to support students emotional needs and development. This is a vetted program having been used with over 15 million students annually.
- High school students will have Morning Meetings led by the School Counseling Department.

Promoting behaviors that reduce the spread of COVID-19

MCPS will continue to train all staff and students on personal hygiene practices that prevent the spread of COVID-19, such as hand washing and covering coughs. This training will be completed by division and building level personnel for all staff and students via distance training before they return to any school facility and upon their physical return to school. As part of back-to-school paperwork, families must review the guidelines with their child(ren) and sign off that they have done so.

Face coverings will be provided and required among all staff and students who are physically able to wear them when they cannot maintain physical distancing. All staff, students, and stakeholders will be educated on the importance of staying home when sick and maintaining physical distancing practices. Modeling and skill-practicing will be used to ensure that staff and students understand and practice these preventative behaviors. Verbal wellness screenings will

provide opportunities to counsel individuals on the importance of personal hygiene and specific techniques to stay safe.

Per the Governor's order...“Any person who declines to wear a face covering because of a medical condition shall not be required to produce or carry medical documentation verifying the stated condition nor shall the person be required to identify the precise underlying medical condition”

- Face coverings for Staff:
 - All staff members must wear a face covering at all times when they are within 6 feet of students and other staff members and when traveling through hallways or other common areas, such as entering the building each morning and exiting each afternoon when 6 feet of distancing will be more difficult to maintain.

- Face Coverings for Students:
 - Students must wear a face covering on the bus if seated one per seat in each seat on the bus. If students are sitting staggered in every other seat, a face covering will not be required. Siblings will be allowed to sit together.

 - Students will be required to wear a face covering:
 - When traveling through hallways or other common areas, such as entering the building each morning and exiting each afternoon when 6 feet of distancing will be more difficult to maintain.
 - When less than six feet away from another student or staff member (such as receiving one-on-one instruction from their teacher)

 - Students will not be required to wear a face covering:
 - When working independently at their desk
 - During recess or PE (where distancing requirements will be 10ft)
 - While eating lunch and/or snack
 - In the restroom (restrooms will be limited to one student at a time)

 - Students will not be required to wear a face covering for an extended period of time.
 - Students unable to wear a face covering for medical reasons will be kept at least 6 feet away from other students and staff members to the extent possible. Families

with vulnerable students need to talk to their family doctor to make sure a return to in-person learning at school is in the best interest of the student.

<https://rwjms.rutgers.edu/boggscenter/Links/documents/ParentGuide-HelpingYourChildWearaFaceMask-F.pdf>

<https://rwjms.rutgers.edu/boggscenter/Links/documents/ICanStayHealthybyWearingaFaceMask-F.PDF>

<https://rwjms.rutgers.edu/boggscenter/Links/documents/HelpyourChildFeelGoodaboutUsingandSeeingOthersWearingFaceMasks-F.PDF>

Additional considerations for the use of cloth face coverings among K12 students from the CDC. https://www.cdc.gov/coronavirus/2019-ncov/downloads/community/CFC_Guide_for_School_Administrators.pdf

Supplies and Hygiene

The Director of Administration and the Supervisor of Maintenance will maintain records of supplies. The director and supervisor will work with various vendors to ensure adequate quantities of cleaning and disinfecting products are in stock and available for use in division facilities. Building administrators will use School Dude to request supplies.

Staff members are prohibited from bringing in their own disinfectant products. Disinfection should be conducted by the custodial staff as part of their cleaning and disinfecting protocol, except in special circumstances approved by the principal. If there is a need for disinfection in a classroom, a teacher will contact a trained custodian to do the disinfection. Unlike cleaning which physically removes germs, dirt, and impurities from surfaces or objects by using soap, disinfection requires the use of chemicals to kill germs on surfaces and objects.

Signage

MCPS will display age-appropriate signage in all facilities and provide materials that promote healthy hygiene. Signage will be posted in the entrances, hallways, classrooms, food service areas, restrooms, nurses' offices and other areas as deemed appropriate by the building principal and district level leadership.

Physical distancing

Classrooms will be arranged to ensure six feet of physical distancing between students while maximizing available space and ensuring proper entry and egress routes utilizing appropriate spacing. Student desks will be forward-facing and arranged in rows. The teacher desks will be a minimum of six feet from the student desks in all classrooms.

Communal areas, including playgrounds, will be closed until further notice. While students and staff are in the building, communal areas will be monitored to ensure there are no gatherings and physical distancing is maintained while people are moving through those spaces.

MCPS will maintain physical distancing on buses and other transportation vehicles. Buses will assign seating to students utilizing each seat excluding the two seats directly behind the driver and the first seat across from the driver (unless one of these seats is occupied by the driver's child). Students and drivers will be required to wear a mask while on the bus.

Food Service

Meal selection is in compliance with USDA regulations. For students participating in in-person instruction, meals will be student self-selected. Markings on floors will denote appropriate spacing in line for students waiting to pick up their meals. Students will be served by staff and eat in classrooms to follow physical distancing guidelines. Primary students will be served lunch in their classrooms, as needed.

Outdoor Facilities

Distancing precautions for outdoor facilities will include:

Phase II:

- Must maintain 10ft of physical distance
- No more than 50 individuals, with a priority on physical distancing and restricting mixing of classrooms.
- No gatherings (assemblies, graduations, etc) of more than 50 people (indoor or outdoor).

Phase III:

- Must maintain 10 ft of physical distance
- No more than 250 individuals or 50% of the occupancy load, whichever is less.

- For school athletics, the total number of attendees (including both participants and spectators) cannot exceed the lesser of 50% of the occupancy load on the certificate of occupancy, if applicable, or 250 persons. For sports played on a field, attendees are limited to 250 persons per field.

School-related Sports and Recreational Activities

The [MCHS Reopening Rules 2020](#), outlines all athletic information and is aligned with the MCPS Health Plan. This plan for athletics follows guidance as set forth by the CDC and VDH. Parents must complete the [Extracurricular Voluntary Participation Agreement](#) that provides information for participants including the assumption of potential risks associated with the transmission of COVID-19.

VHSL Physical Requirement

MCPS requires all students to have a valid VHSL physical form in order to participate in athletic conditioning and team athletic programs. The physical form must be dated after May 1, 2020 to be valid for the 2020-2021 school year.

Daily Health Screening for Athletes and Coaches

All students and coaches/staff members must complete the “Daily Health Screening Form” (see above) before being allowed to participate in athletic practices and events.

If an individual answers YES to any of the screening questions before arriving, they should stay home and not enter the building or practice field. If an individual reports having COVID-19 symptoms upon arrival, the school will activate COVID-19 protocols.

Outside Organizations

During Phase II and III the use of MCPS facilities by outside organizations will not be allowed unless approved by administration by contacting the Supervisor of Maintenance.

Cleaning and Sanitation

- Daily custodial cleaning/disinfecting checklist will be provided to all custodial staff. Supervisor of maintenance maintains inventory of supplies.
- QuatStat, a hospital grade disinfectant, is to be used for disinfecting. Atomizers are being explored for building disinfection.
- Custodians will clean classrooms between each group of students.

- Disinfection of frequently touched objects occurs based upon CDC recommendations.
- Teachers and other staff members will also have access to cleaning supplies as needed.

Maintaining Healthy Environments and Operations

MCPS will provide a screening tool to parents, students, and staff for a home health assessment prior to staff and students reporting to school. The division will utilize a daily health screening form which will include staff screening questions. Staff and students, or student's parents where age-appropriate, should assess themselves for symptoms of COVID-19 before reporting to school. Students will also be screened upon arrival to school. If a student's temperature registers 100.4 F or greater during a daily temperature check, the student will remain in a designated area for ten minutes. After which time, the student's temperature will be rechecked. If the student's temperature registers 100.4 or greater during the second check, the student will remain in a designated area to await parent or guardian pick up within 1 hour.

[MCPS Employee Daily Health Screening Form](#)

Daily Cleaning Procedures

Frequently touched surfaces will be cleaned and sprayed with an approved Environmental Protection Agency (EPA) List N disinfectant. Food service areas will be sanitized utilizing solutions that are approved for use in those areas.

- Door handles, water fountains, sinks, toilet handles, etc. will be cleaned with a sanitizing solution on a regular basis.
- Areas that are frequently touched by students and non-cafeteria staff in food service areas will be sanitized between each rotation of students. Food will be pulled from the line and the area will be cleaned in accordance with VDH and USDA guidance.
- Student Desks:
 - Students will stay at their location and will not change classes/desks. Desks will be cleaned daily after use.
- Transportation: The transportation department will sanitize student areas between each run and daily at the conclusion of the last run. Driver areas will be sanitized daily at the conclusion of the last run.
- The Director of Administration will develop cleaning schedules for routine cleaning as appropriate for division custodians. The routine cleaning schedule will be fluid and adjustable to meet the needs as circumstances change. Routine cleaning will include disinfecting frequently touched surfaces and high volume areas.

- Building level custodians will notify their building administrators of needed cleaning and sanitizing supplies when their building supplies run low. The school administrator will request the supplies through School Dude.
- The Director of Administration and the Supervisor of Maintenance will ensure building level administrators, custodians, and transportation specialists are trained in the proper usage and storage of cleaning and sanitizing supplies.

Hand Washing

Hand Sanitizing stations will be located throughout the building. Students will also have opportunities to wash hands with soap and water throughout the day. Paper towels will be used as much as possible.

Instructional Supplies

An adequate amount of instructional supplies will be ordered to reduce the need for student sharing of materials. Each student will have their own “bucket” of supplies in their classroom.

Ventilation and Water System

All ventilation systems in the schools meet the American Society of Heating, Refrigerating and Air-Conditioning Engineers (ASHRAE) standards compliant for the mixing of outdoor air. Air filters are replaced at least every three months per industry standard.

Water systems in all facilities will be checked, monitored, and flushed, if necessary, prior to re-occupying the buildings.

Gatherings, Field Trips and School Visitors.

- Classroom occupancy for Pre-K through 12 will maintain six feet physical distancing.
- Phase II Gatherings
 - No gatherings (assemblies, graduations, etc) of more than 50 people (indoor or outdoor). Indoor gatherings should be held only as necessary, and be limited in duration.
- Phase III Gatherings
 - Large school gatherings are not encouraged and limited to 250 people.
- MCPS will not allow field trips during the COVID-19 crisis.
- Volunteers, once approved, who will be interacting with students will have to complete the COVID-19 screening process on a daily basis.

- Only essential persons will be allowed in school buildings. MCPS will place signs outside the building instructing visitors to call the office.

Sick Leave

All MCPS employees will follow the health and safety protocol outlined in the Employee Return to Work Guidance document, to include protocol for identifying symptoms and risk of possible exposure. The definition of exposure is the same for every setting and every type of classroom. When assessing a person's risk of exposure to COVID-19, close contact means being within 6 feet of a person with COVID-19 while not wearing adequate personal protective equipment for ≥ 15 minutes. If someone is within six feet of a person with lab-confirmed COVID-19 for 15 minutes or more at a time, that person is considered to have been exposed. Generally, families should follow guidance from their family doctor. This document provides all employees with guidance to determine the need to stay home, self-isolate, and/or to communicate with their physicians to seek medical direction or assistance.

If a staff member contracts COVID-19 they will be allowed 10 days of paid leave **before** they must use their own leave time. MCPS will provide additional information to all employees outlining additional sick leave benefits and extended FMLA benefits corresponding to the Families First Coronavirus Response Act. MCPS will provide additional information to further expand awareness and to educate employees regarding their rights associated with this Act.

Substitute Teachers

MCPS is broadly recruiting substitute employees to increase the availability of staff to ensure continuity of operations across departments. All current and newly hired substitutes will be provided with targeted professional development to ensure that they are prepared to seamlessly transition into their role as a substitute employee. Additionally, MCPS will include all Instructional Assistants in professional development activities planned for teachers so that they may transition into those roles in a substitute capacity as necessary.

High Risk Staff and Students

All students with health needs will have an Individualized Health Plan to address their specific needs. Screening practices and provision of face coverings, as well as altered sick leave, will be made available to all staff. Virtual learning and work options will be made available for students and staff for whom it has been determined necessary to meet their health needs.

MCPS will survey all employees to identify any individual who reports that they have circumstances that will impede their return to on-site work upon reopening.

The MCPS Human Resources Department will communicate with all individuals who respond affirmatively to determine the nature of their risk factors or barriers to return and provide accommodations, modifications, supports, and/or alternatives to on-site work as determined appropriate per their individual needs. (Options will include: telework, modified job duties, and virtual instructional opportunities.)

[Return to Work or Class](#)

Employees who have tested positive and have had COVID-19 may return to work when they meet ALL of the following criteria and have coordinated their return to work with their immediate supervisor:

- You have had no fever for 72 hours (without the use of medicine that reduces fevers), and
- Other symptoms have improved for 72 hours without the use of medication (e.g., cough, shortness of breath), and
- It has been at least 10 days since symptoms first appeared.
- You received two negative tests in a row, 24 hours apart, OR your healthcare provider has provided written confirmation that you may return to work.

Students who have tested positive and have had COVID-19 may return to school activities when they meet ALL of the following criteria:

- You have had no fever for 72 hours (without the use of medicine that reduces fevers), and
- Other symptoms have improved for 72 hours without the use of medication (e.g., cough, shortness of breath), and
- It has been at least 10 days since symptoms first appeared.
- You received two negative tests in a row, 24 hours apart, OR your healthcare provider has provided written confirmation that you may return to school.

Preparing for When Someone Gets Sick

Isolation Room

Each building will have a dedicated space for students (isolation room) who present with symptoms of COVID-19 that is separate from areas that may be used regularly. This area will not be used for any other purpose at any time and will be disinfected after use. Staff who assess or care for sick children will be provided with PPE that includes N-95 fitted masks, gown, face shield and gloves.

Transportation for Sick Children

Parents will be responsible for picking up sick children. Parents will provide school administration with several emergency contacts who can pick up the student if they are unavailable or who can reach the parent in the event of illness. Children will be walked outside of the building to parents to go home. Should a student present respiratory distress or medical symptoms that require acute care, emergency services will be notified to transport the child to the hospital.

Disinfection After Illness

When an individual becomes sick or presents with symptoms of COVID-19, custodial staff will be notified immediately. All areas that the individual has come in contact with will be disinfected using EPA-registered disinfectants applied by trained staff.

Communication with Local Health Department

April Achter, MPH, The Population Health Coordinator, will be the contact person at VDH Rapidan-Rappahannock Virginia Health District. The School Nurse or designee will make the initial contact, and if not present, the building Administrator will do so. Per Rapidan-Rappahannock Virginia Health District, all suspected cases of COVID-19 should contact their family physician by phone to determine next steps and testing. School staff will be able and willing to facilitate this contact should a parent need assistance. The Virginia Department of Health Community Hotline is available to answer questions related to COVID - 19 and can be reached at 540-316-6302.

Closing Schools

Should the community transmission rate increase, MCPS will collaborate with community partners, including the Rapidan-Rappahannock Virginia Health District, to limit in-person activities and transition students to virtual learning and/or Phase I or II restrictions. MCPS will stay in compliance with all CDC guidelines and consult with VDOE and VDH as needed.

These decisions will be made on a case-by-case basis and in consultation with our local health department. The size of the class, extent of social distancing in place while the ill persons were present and infectious, extent of interaction and exposure in the area, and location of the case(s) in the class will be assessed to determine the potential risk to others. Recommendations will be based on these assessments of risk and how instruction can continue in as safe a manner as possible.

Areas of the school where ill individuals spent time while infectious might need to be closed temporarily for [cleaning and disinfection](#) while unaffected areas continue to function as usual. Decisions about closure of a section of the school or the entire school will depend on the number of ill persons who have been sent home for a period of isolation and the number of exposed contacts who have been identified and placed into quarantine. The extent of the school facility and teaching staff affected by these factors will be a factor in determining whether educational services can continue to be provided.

Should a high percentage of staff and/or students self-report COVID-19 symptoms on their Daily Screening Form, MCPS **may** close schools for up to 72 hours, or as long as recommended by VDH. In addition, this data will be reported to Rapidan-Rappahannock Virginia Health District for ongoing consultation.

Anti-Discrimination Provision

Anti-Discrimination Provision Discrimination against an employee for exercising rights under this standard is prohibited. Employees may adhere to this standard as well as raise concerns without fear of discipline. Employees may also refuse to work if they feel unsafe or provide and wear their own PPE if it does not create a greater hazard for themselves or their coworkers.

Appendix A

Personal Protective Equipment

Who Needs PPE in the School Setting?

- PPE should be used by school nurses or delegated staff in specific situations, including:
 - Monitoring or assisting a symptomatic person and it is not possible to maintain the recommended distance of six feet.
 - Completing certain breathing-related health care procedures; and
 - Completing health care procedures for a symptomatic person while the person is awaiting transportation to go home .

PPE should be used with discretion. It should not be used all the time and should not be used with children who are healthy.

How to Put On (Don) PPE Gear (if you are a delegated staff member):

More than one donning method may be acceptable. Below is one example of donning.

1. Identify and gather the proper PPE to don. Ensure choice of gown size is correct (based on training).
2. Perform hand hygiene using hand sanitizer.
3. Put on an isolation gown. Tie all of the ties on the gown. Assistance may be needed by other healthcare personnel.
4. Put on NIOSH-approved N95 filtering facepiece respirator or higher (use a facemask if a respirator is not available). If the respirator has a nosepiece, it should be fitted to the nose with both hands, not bent or tented. Do not pinch the nosepiece with one hand. Respirator/facemask should be extended under chin. Both your mouth and nose should be protected. Do not wear respirator/facemask under your chin or store in scrubs pocket between patients.*
 - Respirator: Respirator straps should be placed on crown of head (top strap) and base of neck (bottom strap). Perform a user seal check each time you put on the respirator.
 - Facemask: Mask ties should be secured on crown of head (top tie) and base of neck (bottom tie). If mask has loops, hook them appropriately around your ears.
5. Put on face shield or goggles. When wearing an N95 respirator or half facepiece elastomeric respirator, select the proper eye protection to ensure that the respirator does not interfere with the correct positioning of the eye protection, and the eye protection

does not affect the fit or seal of the respirator. Face shields provide full face coverage. Goggles also provide excellent protection for eyes, but fogging is common.

6. Put on gloves. Gloves should cover the cuff (wrist) of gown.
7. Healthcare personnel may now enter the patient room.

How to Take Off (Doff) PPE Gear (for delegated staff members only):

More than one doffing method may be acceptable. Below is one example of doffing.

1. Remove gloves. Ensure glove removal does not cause additional contamination of hands. Gloves can be removed using more than one technique (e.g., glove-in-glove or bird beak).
2. Remove gown. Untie all ties (or unsnap all buttons). Some gown ties can be broken rather than untied. Do so in gentle manner, avoiding a forceful movement. Reach up to the shoulders and carefully pull gown down and away from the body. Rolling the gown down is an acceptable approach. Dispose in trash receptacle. *
3. Healthcare personnel may now exit patient room.
4. Perform hand hygiene.
5. Remove face shield or goggles. Carefully remove face shield or goggles by grabbing the strap and pulling upwards and away from head. Do not touch the front of face shield or goggles.
6. Remove and discard respirator (or facemask if used instead of respirator). Do not touch the front of the respirator or facemask.*
 - Respirator: Remove the bottom strap by touching only the strap and bring it carefully over the head. Grasp the top strap and bring it carefully over the head, and then pull the respirator away from the face without touching the front of the respirator.
 - Facemask: Carefully untie (or unhook from the ears) and pull away from face without touching the front.
7. Perform hand hygiene after removing the respirator/facemask and before putting it on again if your workplace is practicing reuse.*

<https://www.cdc.gov/coronavirus/2019-ncov/hcp/using-ppe.html>

<https://files.nc.gov/covid/documents/guidance/education/Strong-Schools-NC-Public-Health-Tool-kit-PPE-Guidance.pdf>

