



COVID-19 HEALTH AND WELLNESS GUIDELINES FOR STAFF

The Vail School District is closely monitoring the changing circumstances of COVID-19 (SARS-CoV-2). The District's protocols and guidelines are based on guidance from the Centers for Disease Control and Prevention (CDC), the Arizona Department of Health, the Pima County Health Department (PCHD), and the District's COVID-19 related data from the 2020/2021 school year.

The COVID-19 protocols identified herein will be frequently reviewed and may be adjusted as new guidance becomes available. Please speak with your supervisor or the District's COVID Support Team if there are any questions or concerns.

Revised August 23, 2021

Daily Health Reminders

- Please do a self-health check at home BEFORE leaving for work:
 - You must be fever free, no fever of 100 degrees or higher within most recent 24 hours, without the use of fever reducing medication.
 - Is anyone in the household waiting for a COVID test result or has anyone in the household tested positive for COVID-19 within the past 10 days? If yes, and you are NOT fully vaccinated you must stay home and call your supervisor.
- If you are not feeling well and are experiencing new or unexplained symptoms you must stay home until you are feeling better.
- Employees who come to work while sick or who become sick at work will be sent home, even if fully vaccinated and/or wearing a mask.
 - Exceptions:
 - If the employee has a known health condition, and the supervisor observes that there are no other symptoms and there has not been an exposure to a COVID positive person within the most recent 10 days, the employee may remain at work.
 - If the employee has a runny nose with/without sneezing and with/without an intermittent cough or watery eyes, and the supervisor observes that there are no other symptoms and employee has not had an exposure to a COVID positive

person within the most recent 10 days, the employee may remain at work.

- Frequent handwashing is strongly encouraged... at home and at work. Cover coughs and sneezes with the inside of your elbow or use a tissue and wash hands or use hand sanitizer.
- Consider the COVID-19 vaccination as a preventive measure if you are eligible. *Please note the COVID-19 vaccination is optional and will not be required to work or attend work/school functions.*
- Consider wearing a cloth face covering (mask) if you are unable to be vaccinated. *Please note that wearing a mask is optional for all students, staff, and visitors.*

Face Coverings (Masks)

In March of 2021, Governor Doug Ducey lifted a number of previously mandated statewide mitigation requirements, including mandatory mask wearing and physical distancing. On May 14, 2021, the Pima County Board of Supervisors rescinded the local face mask mandate.

Beginning July 1, 2021, employees, students, and visitors may opt to wear or not wear a mask, regardless of vaccination status. Based on current COVID-19 transmission rates within Pima County, staff who are not fully vaccinated are strongly encouraged to wear a face mask while indoors on campus, especially when interactive with students.

The decision to wear or not wear a mask will be respected by all parties. Staff are reminded of the expectation to maintain appropriate and professional interactions with others and to follow the A.C.T. Statement.

Vaccinations

Information from the CDC is that the COVID-19 vaccinations have proven to be very effective in preventing COVID-19 infection and serious illness. Vaccinations are now widely available and free to eligible age groups. If you would like assistance in finding a vaccination site please contact your healthcare provider or you may contact the District's COVID Support Team at covidsupport@vailschooldistrict.org.

Employees are NOT required to get vaccinated for COVID-19 and, if vaccinated, will not be required to show proof of vaccination status. Employees may be asked about their vaccination status during contact tracing, or in the event of a COVID positive test result or close contact with a COVID positive person.

Fully Vaccinated Status

Per the CDC, people are considered fully vaccinated:

- 2 weeks after their second dose in a 2-dose series, such as the Pfizer or Moderna vaccines, or
- 2 weeks after a single-dose vaccine, such as Johnson & Johnson's Janssen vaccine.

If you don't meet these requirements, regardless of your age, you are NOT fully vaccinated and isolation and/or quarantine precautions may be imposed in the event of close contact with a COVID positive case.

Flu-like or COVID-like Symptoms

You must stay home and notify your supervisor if you have any of the following symptoms, AND the symptoms are new or unexplained.

- Fever of 100 degrees or higher or chills
- Cough, shortness of breath or difficulty breathing
- Fatigue, muscle or body aches
- Headache
- New loss of taste or smell
- Sore throat
- Congestion or runny nose
- Vomiting
- Diarrhea

If you become ill while at work, you must immediately notify your supervisor and leave the work site in a manner that limits exposure to others.

If you are fully vaccinated, you may return to work as soon as symptoms improve.

If you are not fully vaccinated you may return to work as soon as symptoms improve UNLESS you have been in close contact with someone who is waiting for the results of a COVID test or who has tested positive for COVID-19 within the past 10 days.

Adult Close Contact, if Not Fully Vaccinated

- Per CDC guidance an infected person can spread SARS-CoV-2 (COVID-19) starting from 2 days before they have any symptoms (or, for asymptomatic persons, 2 days before the positive specimen collection date), until they meet criteria for discontinuing home isolation.
- You were within 6 feet of someone who has COVID-19 for a cumulative total of 15 or more minutes within a 24-hour period, mask or no mask
- You provided care at home to someone who is sick with COVID-19
- You had direct physical contact with the person (hugged or kissed them)

- You shared eating or drinking utensils
- They sneezed, coughed, or somehow got respiratory droplets on you

Confidentiality and Privacy

Confidentiality requirements under Policy GBGCB, Policy JHCC, and Regulation JHCC-R are applicable, with public health exceptions to the privacy rules under both the Family Educational Rights and Privacy Act (FERPA), and, to the extent applicable, Health Insurance Portability and Accountability Act (HIPAA), and the Americans with Disabilities Act, as Amended (ADAAA).

An employee's or their enrolled student's personal health information will not be released to others, except to report to the school point of contact, a supervisor, District Human Resources, or to the applicable health service agency.

Reporting a Positive COVID-19 Test Result or Confirmed Case

Employees will communicate a need to be absent due to illness and any COVID-19 test results to their supervisor. The District will comply with requirements to report a confirmed positive COVID-19 case to the Pima County Health Department and will notify staff and families as applicable.

The school or District point of contact may reassess an employee who is excluded from work because of a COVID-19 diagnosis before the employee may return to work. The District may require a physician's written medical release as a condition for the employee's return to work.

Notification Letters for COVID-19 Positive Case

School principals or managing supervisors will distribute a notice to staff and parents, as applicable, when there is a confirmed COVID-19 positive case. Discretion may be used to determine whether to send multiple individual notices during the week or group the letters into weekly or bi-weekly notices. Please refer staff and parents to the District COVID-19 dashboard at <https://vailschooldistrict.org/school-opening-and-covid-19-information/>.

Cleaning Procedures

Sanitizing and cleaning will be done with frequency at all District sites and expanded to include the following:

- Sanitizing will occur in high frequency areas at regular intervals throughout the day (sanitizing removes contaminants including germs and viruses).
- Cleaning will take place daily (cleaning removes dirt, grime, waste).
- Site and custodial staff are collaborating regarding site/department specific needs.

Protocol for School or Building Closures

The District will consult with and follow guidance from the PCHD. According to the health department, an outbreak is defined as two or more laboratory confirmed COVID-19 cases among students or staff within a 14-day period who are epidemiologically linked, do not share a household, and were not identified as close contacts of each other in another setting during standard case investigation or contact tracing.

If a school or department is partially or fully closed due to an outbreak, the following steps will take place:

- A deep cleaning of the learning space(s), school, or department as applicable.
- Possible transition to remote learning for continuity of education.
- Make appropriate notifications to employees and families through School Messenger, emails, and/or phone calls, as applicable.

COVID-19 Action Plans and Return to Work Timeline

1. I had close contact with someone who has COVID-19, and will not have further close contact:
 - If fully vaccinated and no symptoms, the employee may return to work and no further steps are necessary.
 - Notify your supervisor; the supervisor notifies the District's COVID support team and custodial services.
 - If not fully vaccinated, do not return to work you have met the quarantine period given by the Health Department.
 - Typically, the quarantine period is 10 days, starting on the day after the last close contact and ending after the 10th full day of quarantine.
 - Alternate return to work on or after day 8 upon providing documentation of a valid negative COVID-19 test collected on or after day 5 of the quarantine period AND the employee remained symptom free for the full 8 days.
2. I live with someone who has COVID-19 and cannot avoid continued close contact:
 - If fully vaccinated and no symptoms, the employee may return to work and no further steps are necessary.
 - The health department recommends fully vaccinated individuals test for COVID-19 between day 3 and day 5 of their exposure to someone who has been diagnosed with COVID-19, as well as mask for a 14-day period.

- If not fully vaccinated the employee will stay home in quarantine as directed by the health department, do not report to work.
 - Notify your supervisor; the supervisor notifies the District's COVID support team and custodial services.
 - Do not return to work until the quarantine period is completed.
 - Per the health department, the quarantine period is typically 10 days, starting on the day after the last close contact and ending after the 10th full day of quarantine.
 - Alternate return to work on or after day 8 upon providing documentation of a valid negative COVID-19 test collected on or after day 5 of the quarantine period AND the employee remained symptom free for the full 8 days.
3. Someone in my household has flu-like or COVID-like symptoms:
- If the household member is waiting for a COVID test result, the employee who is not fully vaccinated must stay at home until the test results are known.
 - The employee who is fully vaccinated may report to work.
4. I tested positive for COVID-19:
- Stay home in isolation, do not report to work.
 - Notify your supervisor; the supervisor notifies the COVID support team and custodial services.
 - Typically, the health department will direct an isolation period of 10 days, starting on the day after the symptoms began or the date after the test was taken and ending the day after the 10th full day of isolation.
 - Do not return to work until the isolation period is completed **AND**:
 1. No fever for at least 24 hours without the use of medications to reduce a fever, **AND**
 2. Other symptoms have improved (for example, when the cough or shortness of breath have improved, no vomiting or diarrhea).
5. I had contact with someone who had close contact with a COVID positive person:
- Continue normal work/daily activities while following general recommendations of:
 - Daily self-health check for 14 days.
 - Wash hands/use hand sanitizer frequently & don't touch face.
 - Cover coughs and sneezes.
 - Consider wearing a cloth face covering.
 - Regularly clean and disinfect high-touch surfaces.

- The health department recommends a COVID-19 test between day 3 and day 5 of the exposure, and mask for the 14-day period.
- If you or the person you had close contact with begin to have symptoms you must contact the District's COVID support team @ COVIDsupport@vailschooldistrict.org.

If you or a household member develops emergency warning signs for COVID-19, seek immediate medical attention.

Emergency warning signs include*:

- Difficulty getting enough air to breathe
- Chest pain
- Change in alertness or responsiveness
- Bluish lips or face
- Rapid breathing

*This list is not all inclusive. Please consult your medical provider for any other symptoms that are severe or concerning.