

USE OF FACE COVERINGS

Recognizing the importance of face coverings (masks, gaiters, face shields) as one of the comprehensive measures to prevent the spread of COVID-19, the Board directs the Superintendent to work with the local health department to develop procedures, considering the guidance provided by the Ohio Department of Health and all the available science, for the use of face coverings in the District, at activities under the control of the District and on District provided transportation. The use of face coverings is one part of the comprehensive plan in place for students and staff health.

Recognizing that available scientific information and local needs may change, the Board authorizes the Superintendent to continue to review and adjust face covering procedures in consultation with health officials. All face covering procedures and any changes to procedures must be clearly communicated to all staff, volunteers, parents and students in a timely manner. At no time may the Superintendent require any less for face coverings than may be required by law or health department requirement.

All students (PK-12) staff, volunteers and visitors will wear face coverings.

At minimum, face coverings should be cloth/fabric and be properly worn to cover an individual's nose, mouth, and chin. Cloth Face coverings / masks should:

- Fully cover the mouth, nose, and chin;
- Fit snugly against the side of the face so there are no gaps;
- Not create difficulty breathing while worn; and
- Held secure through either a tie, elastic, etc. to prevent slipping.

Face shields shall cover the entire face.

Face coverings/masks shall not include surgical masks or respirators (as those should be reserved for healthcare workers), masks designed to be worn for costume purposes, etc. All face coverings/masks shall meet the requirements of the appropriate dress code policies and/or codes of conduct.

Staff and Volunteers

All staff and volunteers who do not meet one of the listed exceptions are required to wear face coverings in the work setting unless it is unsafe to do so or doing so would significantly interfere with the learning process. Exceptions include:

1. Facial coverings in the school setting are prohibited by law or regulation;
2. Facial coverings are in violation of documented industry standards;
3. Facial coverings are not advisable for health reasons;
4. Facial coverings are in violation of the school's documented safety policies;
5. Facial coverings are not required when the staff works alone in an assigned work area;
6. There is a functional (practical) reason for a staff member or volunteer to not to wear a facial covering in the workplace.

The District must provide written justification to local health officials, upon request, explaining why a staff member is not required to wear a face covering (mask, gaiter, face shield) in the school.

School nurses or staff who care for individuals with symptoms must use appropriate personal protective equipment (PPE) provided by the District in accordance with all current Occupational Safety and Health Administration standards.

Students

The Board directs the Superintendent to work in consultation with local health officials to develop detailed procedures for the use of face coverings by students that consider all available science. In drafting these procedures, the Superintendent will take into consideration currently available guidance from state and local health departments with the understanding that this guidance will continue to change over time. These procedures must address the use of face coverings by students in all environments under control by the District as well as requirements based on age or grade level for student use of face coverings. The procedures provide direction for parents when there is a health or developmental reason for which a student cannot wear a face covering. The District will take steps to reduce any social stigma for students who, for medical or developmental reasons, cannot and should not wear a face covering.

Exceptions to this face coverings policy may be made for the following:

1. Children younger than 2 years old;
2. Anyone who has trouble breathing;
3. Anyone who is unconscious, incapacitated, or otherwise unable to remove the cloth face covering without assistance;
4. Facial coverings are in violation of documented industry standards;
5. Facial coverings will significantly interfere with the learning process;
6. Facial coverings are in violation of documented safety policies or documented industry standards;

Additional considerations

The District provides staff training and age appropriate instruction for students on appropriate use of face coverings and PPE.

The Board directs the Superintendent to develop procedures for when face shields may be considered as a preapproved alternative where cloth face coverings would hinder the learning process, including but not limited to the following situations:

1. When interacting with students, such as those with disabilities, where communication could be impacted;
2. When interacting with English-language learners or when teaching a foreign language;
3. In settings where cloth face coverings might present a safety hazard (i.e., science labs);
4. For individuals who have difficulty wearing a cloth face covering.

The Board directs the Superintendent to develop procedures for face coverings for all visitors, contractors and other individuals on District property in addition to the procedures addressed herein for employees, volunteers and students. Such procedures must be appropriately communicated.

The Board directs the Superintendent to determine the need for disposable face coverings to be provided in buildings where appropriate and necessary.

If face masks/coverings are required, and no exception has been applied, students and/or staff who violate this policy shall be subject to disciplinary action in accordance with the applicable Student Code of

Conduct/Student Discipline Code, staff Code of Conduct, master contract, and in accordance with policies of the Board.

[Adoption date:] July 28, 2020

CONSEQUENCES FOR POLICY VIOLATION – STUDENTS

Consequences for violation of this policy in the buildings:

First Offense: Warning

Second Offense: 1 Day Out of School Suspension (Students in Grades PK-4)

3 Days Out of School Suspension (Students in Grades 5-12)

Third Offense: Student will be removed from in-person learning and will be enrolled in an alternative learning environment.

Consequences for violation of this policy on the bus

First Offense: Warning

Second Offense: 1 Day Bus Suspension

Third Offense: 3 Day Bus Suspension

Fourth Offense: Loss of Transportation for the remainder of the semester.

Note: For a student to be transported to school, each student must arrive at the bus stop wearing an appropriate face covering. Failure to do so will result in that student not being transported.