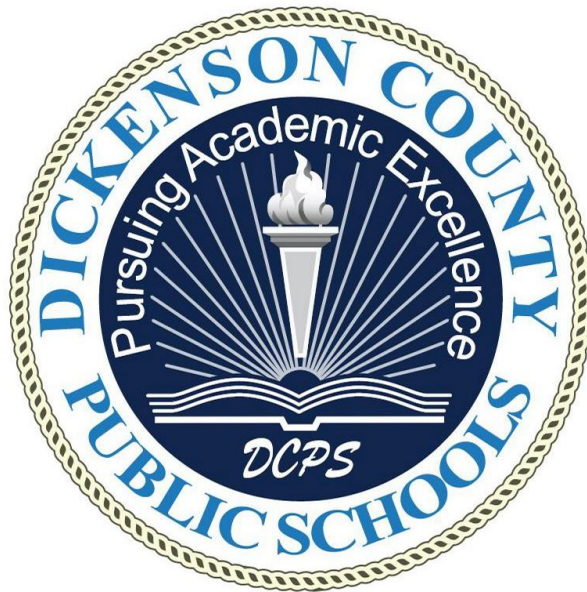


**Infectious Disease  
(COVID-19)  
Preparedness and Response Plan**



**Dickenson County Public Schools**

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## **Prevention of SARS-CoV2/COVID-19**

### **Based on Virginia's Final Permanent Standard Enacted September 8, 2021**

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

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

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

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

Employees exhibiting symptoms are required to contact their school nurse, or Mrs. Debbie Dotson, School Nurse Coordinator, to determine if testing and quarantining is warranted. Should the employee be required to test or quarantine the employee must:

1. Contact their supervisor and follow normal call-in procedures.
2. If requested, provide a copy of the positive result to their school nurse or Mrs. Debbie Dotson, School Nurse Coordinator.
3. If requested, provide a copy of a VDH or healthcare provider excuse from work.

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

**Notification of Exposure** – Should an employee be identified as a close contact to someone who has been diagnosed with COVID-19, they should be removed from the school or facility in regards to their vaccination status. If a vaccinated employee is exposed, they are not required to quarantine and can continue normal work activities, as long as they exhibit no symptoms. Unvaccinated employees must be immediately removed from the workplace. Unvaccinated employees may test 5-7 days after a known exposure and return to normal work activities on day 8 post exposure, if they receive a

negative test result or quarantine for 10 days after last exposure to a positive case and return to work on day 11.

Employees can access a free test through the VISTA Program by contacting Lilly Thacker at Ridgeview Middle School.

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

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

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

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

**Physical Distancing** – Employees are required to physical distance in all workplace settings when at all feasible to preserve and protect the workforce and allow operations to continue.

**Masking** – As an employer, we shall provide and require employees who are not vaccinated, fully vaccinated employees in areas of substantial or high community transmission, and otherwise at-risk employees to wear face coverings while indoors or traveling in a work vehicle unless their work task requires a respirator or other higher level of PPE. The mask must cover both the nose and mouth. In some cases, the elimination of use or travel in shared work vehicles by unvaccinated employees may be enforced and employees may be required to utilize alternate means of transportation. When an employee who is not fully vaccinated must share a work vehicle or other transportation with one or more employees or other persons because no other alternatives are available, such employees shall be provided with and wear a face covering at the option of an employee. A fully vaccinated employee who must share a work vehicle or other transportation with one or more other employees because no other alternatives are available shall be provided and wear face coverings.

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

1. When an employee is alone in a room.
2. While an employee is eating or drinking, provided employees attempt to maintain physical distancing.
3. When employees are wearing respiratory protection in accordance with 16VAC25-90-1910.134.
4. When it is important to see a person's mouth (communicating with someone who is deaf or hard of hearing) when conditions do not permit the use of a clear face shield.

5. Documented medical conditions.
6. Hazardous to the employee due presenting serious injury or death (arc flash, heat stress, safe operation of equipment). Employees will be required to wear alternative protection such as a face shield if conditions permit.
7. Where a face shield may be otherwise required. Shields must be cleaned daily and not damaged.

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

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

**Anonymous Complaints** - For an employee with wishes to provide an anonymous complaint, a link will be provided on the Dickenson County Public Schools website to allow individuals the ability to provide information regarding possible violations within the school division concerning the approved DOLI standards. All comments will be anonymous with no identifiable information (email address, name, etc.) requested. The link will state the following: Please give specific details of known violations of the Virginia Department of Labor and Industry (DOLI) final Permanent Standard for Infectious Disease Prevention occurring in Dickenson County Public Schools. Your comments will be shared with the proper official(s) for further investigation.

**Monitor Levels of Transmission** - The level of community transmission for an area is categorized as low, moderate, substantiated, or high. Community transmission for a given area can be monitored through websites maintained by the Virginia Department of Health (VDH) or the Center for Disease Control (CDC):

*<https://www.vdh.virginia.gov/coronavirus/covid-19-in-virginia/community-transmission/>*

*<https://www.cdc.gov/TemplatePackage/contrib/widgets/covidcountycheck>*