

Memo

To: All Staff
From: Charles F. Hedrick, Superintendent
cc: Principals
Date: March 17, 2021
Re: Current Face Coverings Protocols for Staff

Based on the most recent guidance for the WVDE, face coverings are required of all staff when they are inside a school building. There is no social distancing exemption to this policy. If staff cannot wear a mask or other face covering, they will need to provide a physician's note. This note is to be provided to Nicole Hevener – Associate Superintendent of School.

Employees who fail to follow the current face covering protocols will be subject to the following actions:

Step 1: Verbal Warning

Step 2: Written Warning

Step 3: Meeting with Associate Superintendent and Principal – Letter of Reprimand

Step 4: Meeting with Superintendent - Possible Suspension.

Six Key Mitigation Strategies



Consistent Correct Use of Face Masks

- » According to the CDC, correct and continuous mask wearing allows in-person instruction to continue when six feet distancing is not feasible. Also, research from Brown University School of Public Health recommends three feet social distancing for young learners at all levels of community spread.
- » Face masks are required of all staff.
- » Masks are required for grades 3 and above at all times, and on buses, masks are recommended for ALL students.
- » Face masks must be worn covering both the nose and mouth to reduce spread.
- » Schools should make masks available; however, students are encouraged to bring their own.
- » Any student who cannot wear a mask or face shield due to a medical condition, including those with respiratory issues that impede breathing, a mental health condition, or disability, and students who would be unable to remove a mask without assistance are not required to wear face masks.
- » Individuals who are communicating or seeking to communicate with someone who is hearing impaired or who has another disability, where the ability to see the mouth is essential to communication, are not required to wear a mask; however, individuals should consider using another type of face covering such as a plastic face shield or a face covering with a clear panel.
- » School and county leadership must monitor and ensure the consistent, correct, and continuous use of face masks at all times.



Eliminate Large Gatherings Outside of Classrooms/Core Groups

- » Suspend activities that involve bringing together large groups of people or activities that do not allow for social distancing, including assemblies, large groups using playground equipment simultaneously, etc.
- » Develop plans in consultation with local public health officials regarding after-school or community events.