



Scott County Public Schools

Infectious Disease (COVID-19) Preparedness and Response Plan

I. Purpose

This plan describes the implementation of mandatory health and safety requirements established by the Virginia Department of Labor and Industry as well as guidelines from the Virginia Department of Health and the Centers for Disease Control. It is required for all employers with employees covered by 16VAC25-220-50 and -60.

II. Responsibilities

Scott County Public Schools has assigned the following individual(s) to serve in the role of health officer. The health officer has the authority to stop or alter activities to ensure that all work practices conform to the mandatory safety and health requirements applicable to COVID-19 as well as any other infectious disease hazards.

Health Officer(s)			
Name	Title	Department	Phone Number
John I. Ferguson	Superintendent	Central Office	276-386-6118
Jason Smith	Asst. Superintendent	Central Office	276-386-6118
Tiffany Howard	Nurse Coordinator	SCCTC	276-386-6515

For the purpose of ensuring compliance with the most recent safety and health requirements, Jason Smith, Asst. Superintendent is responsible for administering this plan, monitoring agencies for new requirements, updating this plan, communicating any changes to employees, and monitoring the overall effectiveness of the plan. This person is also responsible for providing employees with a copy of this plan upon request.

III. Determination of Exposure Risk by Job Duty

We have determined the COVID-19 risks of all worksite functions to ensure that we apply appropriate hazard controls – including training, equipment, and personal protective equipment (PPE) – to protect employees' safety and health.

IV. Contingency Plan in the Event of an Infectious Disease Outbreak

In the event that an outbreak or pandemic due to an infectious disease, Scott County Public Schools has set up contingency plans for addressing the workplace needs as well as employee safety and health during the outbreak.

These plans are as follows:

- Communicate with local health department for guidance on mitigating the outbreak and access the CDC School Decision Tree for guidance on next steps
- Information may be relayed to the school community through the school systems automatic phone messaging system, the school pages, and email.
- Large gatherings are minimized whenever possible
- Employees are encouraged to maintain physical distance even when on break, as well as before and after working hours
- Physical distancing required for all
- Employee interactions with the general public are modified to allow for additional physical space between parties
- Assigned seats for students
- Limited class changes with mobile teachers when possible
- Signage used for the following
 - Handwashing
 - Symptoms of Coronavirus (COVID-19)
 - Social distancing
 - Directional flow of traffic in the buildings
- Isolation rooms for those showing symptoms
- Sanitation stations at main entry points and throughout the building as much as possible
- Use of digital assignments to reduce contact between people
- Daily student and staff health screenings
- Masks will be available for all staff and students
- Visitor access to the buildings will be restricted

V. Basic Infectious Disease Prevention and Control Measures

To control the spread of infectious diseases such as COVID 19, basic prevention and control measures must be implemented to ensure that all employees are protected against the hazards of infectious disease.

To control the spread of infectious disease it is important to keep up general housekeeping in the workplace. Additional housekeeping actions must also be implemented to ensure the safety and health of employees and decreasing the chances

of spread of an infectious disease such as: All restrooms, common areas that remain in use, door knobs/handles, tools, equipment, and other frequently touched surfaces are disinfected before, in the middle of, and at the end of each shift. All contact surfaces of vehicles used by more than one person are disinfected at the end of each person's use. All disinfectants are EPA-approved or otherwise comply with [CDC disinfection guidance](#)..

Additional precautions and actions to take are:

- Large gatherings are minimized whenever possible;
- Employees are encouraged to maintain physical distance even when on break,
- Employee interactions with the general public are modified to allow for additional physical space between parties.
- Isolation rooms for those showing symptoms
- Masks will be available for all staff and students
- Visitor access to the buildings will be restricted

VI. Identification and Isolation of Sick and/or Exposed Employees

Risk and exposure determinations are made without regard to employees protected characteristics as defined by local, state, and federal law.

Any health-related information and documentation gathered from employees is maintained confidentially and in compliance with state and federal law. Specifically, medical documentation is stored separate from employee's personnel documentation.

Employee Self-Monitoring and Return to Work

- a. Employees shall self-monitor for signs and symptoms of COVID-19 if employees suspect possible exposure or are experiencing signs or symptoms of illness.
- b. Serological testing, also known as antibody testing, is a test to determine if persons have been infected with SARS-CoV-2 virus. It has not been determined that persons who test positive for the presence of antibodies by serological testing are immune from infection.

- c. Serologic test results shall not be used to make decisions about returning employees to work who were previously classified as known or suspected to be infected with the SARS-CoV-2 virus. suspected or confirmed COVID-19.
- d. Serologic test results shall not be used to make decisions concerning employees who were previously classified as known or suspected to be infected with the SARS-CoV-2 virus suspected or confirmed COVID-19 about grouping, residing in, or being admitted to congregate settings, such as schools, dormitories, etc.

Employees who were themselves diagnosed with COVID-19 may only return to work upon confirmation of the cessation of symptoms and contagiousness, proof of which may be acquired via the test-based strategy or the non-test-based strategy.

The test-based strategy is preferred but relies upon the availability of testing supplies and laboratory capacity. Under this strategy, employees may discontinue isolation and return to work upon achieving the following conditions:

Resolution of fever without the use of fever-reducing medications;

Improvement in respiratory symptoms (e.g., cough, shortness of breath); and

Negative results of an FDA Emergency Use Authorized molecular assay for COVID-19 from two consecutive nasopharyngeal swab specimens collected at least 24hours apart.

Return to work note from the Virginia Department of Health.

Under the non-test-based strategy, employees may discontinue isolation and return to work upon achieving the following conditions:

At least 3 days (72 hours) have passed since recovery defined as resolution of fever without the use of fever-reducing medications;

Improvement in respiratory symptoms (e.g., cough, shortness of breath); and

At least 10 days have passed since symptoms first appeared.

Return to work note from the Virginia Health District

Employees who come into close contact with or who may live with an individual with a confirmed diagnosis or symptoms may return to work after either 10 days have passed since the last close contact with the diagnosed and/or symptomatic individual.

VII. Procedures for Minimizing Exposure from Outside of Workplace

Scott County Public Schools' business practices are evaluated to ensure the safety and health of all individuals.

- In person meetings are made by appointment only
- Limit the number of individuals allowed into school facilities
- Minimize face to face contact
- Signage to remind visitors of 6-foot social distancing, symptoms of COVID-19, directional flow in the buildings, handwashing and sanitizing.

To minimize exposure from visitors or vendors:

- When possible, Scott County Public Schools will limit the number of visitors in the facility.
- Masks will be available to visitors/vendors as well as appropriate disinfectants so individuals can clean work areas before and after use.
- Any individual entering one of Scott County Public Schools' facilities may have their temperature checked and/or a questionnaire completed prior to entry.
- Information is posted at Scott County Public Schools' facilities educating individuals on ways to reduce the spread of COVID-19.
- Individual symptoms may be assessed of COVID-19 and individuals with symptoms will be removed from the workplace.

VIII. Training

All employees covered by this plan will be required to have training on the hazards and characteristics of SARS-CoV-2 virus and COVID-19 disease. This training will ensure that all employees recognize the hazards of SARS-CoV-2 and COVID-19 as well as the procedures to minimize the hazards related to the infectious diseases and help prevent the spread of the infectious disease.

The training material will cover the following:

- Requirements of the COVID-19 Regulation.
- Companies Infectious Disease Preparedness and Response Plan.
- Characteristics and methods of spread of SARS-CoV-2 virus.
- Symptoms of COVID-19 disease as well as the asymptomatic reactions of some persons to the SARS-CoV-2 virus.
- Safe and healthy work practices, including but not limited to, physical distancing, disinfection procedures, disinfecting frequency, and noncontact methods of greeting.
- PPE
 - When PPE is required
 - What PPE is required
 - How to properly don, doff, adjust and wear PPE
 - Limitations of PPE
 - Proper care, maintenance, useful life and disposal of PPE

All employees in the workplace will be trained on this subject and procedures. All training will be certified and recorded according to the Regulation for COVID-19 by the Virginia Department of Labor and Industry.