In response to COVID-19, the MSAD #1 School Department (MSAD1) will comply with the guidelines set forth by the federal Centers for Disease Control (CDC), as well as the State of Maine, which are incorporated herein. These MSAD1 Guidelines will be in effect from August 1, 2020 to December 31, 2020 and will be updated with the latest CDC and State of Maine guidelines. Our goal is to continue to minimize the risk of possible transmission of COVID-19 between people. Therefore, these MSAD1 COVID GUIDELINES are mandatory for all employees.

Updated August 31, 2020
This school year will be unique for all of us as we adapt and adjust our routines and practices for a safe and productive school year. I encourage MSAD #1 employees to continue to be flexible as we work to safely open our schools and do our best to provide a high quality education for our students. Thank you for your continued efforts and best wishes on a successful and safe 2020-2021 school year.

- Ben Greenlaw, Superintendent of Schools
Health and Safety

- It is very important for each staff member to be mindful of the need for daily health checks before coming to work. Before coming to work, MSAD1 employees must review the self-assessment for COVID-19 symptoms. Certain responses will require an employee to immediately contact their supervisor and remain off MSAD1 property. See attached daily self-assessment.

- As the primary route of transmission for COVID-19 is respiratory, masks/face coverings are critical to risk reduction in the school. All employees must wear a mask/face covering that covers the nose and mouth and fits snuggly against the side of the face.

- All employees will be provided with a face covering/mask. Employees may choose to wear their own face covering/mask.

- If an employee has a documented medical condition or other health reason which makes it difficult for him/her to wear a mask, s/he must obtain a note from a health provider to wear a shield.

- Upon entering MSAD1 property, all employees must wear a face covering/mask unless one or more of the following exceptions are met, provided that the employee can maintain six (6) feet of distance—about two arm’s length—from others:

  1. When the employee’s face cannot safely be covered due to a medical condition.
  2. When there are no others in the same room and the door is closed. For example, working or eating alone in a closed conference room, office, or classroom.
  3. When students request the removal of a covering to hear instruction.

Employees should seek clarification from their immediate supervisor if questions or concerns arise associated with when it is appropriate to wear/not wear a mask.

- All employees must wash their hands with soap and water for at least 20 seconds (or use sanitizer if washing is not possible) when:
  - The employee’s hands are visibly soiled
  - After coughing or sneezing
  - Before and after: eating, using the restroom, or touching bodily fluids
  - Before and after touching common surfaces like workstations, cash registers, table tops, touch screens, door handles, refrigerator doors, buttons or keypads, light switches, cover plates, countertops, bus seat backs, handrails, time clocks, stability poles, bars, windows and window ledges.

- All employees must practice the following proper CDC infection control measures:
  - Notify the Superintendent or Health Services Director if they, or anyone in their household, has been confirmed to have COVID-19.
MSAD #1
COVID GUIDELINES
RETURN TO WORK RULES AND EXPECTATIONS FOR ALL EMPLOYEES

- If coughing or sneezing, employees must cover their mouth and nose with a tissue, or the inside of their elbow, and immediately discard the tissue.

- Avoid touching their eyes, nose, or mouth.
- Avoid touching any surfaces unnecessarily.
- Refrain from hugs and hand-shakes.
- Minimize face-to-face meetings by utilizing alternative methods to move projects forward (i.e. email, conference call, phone call, web-based meetings).
- Follow any additional guidelines established for their specific job role.

Communal Areas/Breakrooms
- School offices are often areas for staff, students, and visitors to congregate. Staff should be mindful of the need for masks and social distancing in these spaces.
- Employees must maintain social distancing guidelines in breakrooms and should be mindful of the occupancy in the room during lunch times. Employees who bring their own meals must use their own utensils and containers, and sanitize the handles and keypads/dials of shared kitchen appliances after use.

Visitors
Employees cannot bring visitors or volunteers to MSAD1 property without prior approval by the building administrator. All visitors/volunteers must adhere to these MSAD1 guidelines and leave the property after concluding their business or work.

Travel
- Employees who have left Maine since August 1, 2020 must provide a negative COVID-19 test result or attest that they have quarantined for 14 days upon returning. (Travel to the following states are exceptions to the State of Maine’s current executive order: New Hampshire, Vermont, Connecticut, New York, New Jersey) After September 1st, travel outside of Maine must be reported in advance to your supervisor.

- The district hopes that employees will avoid unnecessary travel outside of Maine during this school year, but if an employee chooses to travel for vacation out of the state and they need to wait for the results of a COVID-19 test or quarantine for 14 days before returning to work, they may need to use personal, sick leave and/or unpaid leave for that period of time.
Work-related Travel

- Employees should limit their work-related travel and use virtual meetings and communication whenever possible. The district is not encouraging in-person conferences or meetings at this time.

- If you must attend a meeting in-person, employees are expected to travel alone in their own vehicles and must receive prior approval from their supervisors for work travel. If employees cannot travel alone, they should wear masks inside the vehicle.

Leave

Employees may have access to the following types of leave for COVID-19 related illness:

- Sick leave and sick bank (if eligible)
- Families First CoronaVirus Act (FFCRA)
- Family Medical Leave Act (FMLA)

Please contact the Business Office for detailed leave information.

Also see additional department specific guidelines
In addition to the MSAD1 COVID GUIDELINES, all transportation employees must:

**Health & Safety**

- Wash their hands upon entering the workplace and practice frequent hand washing/hand sanitizing throughout their shift, including upon entering/exiting the bus.

- Wipe all commonly used surfaces and hands before and after each use with the cleaning supplies and hand sanitizer available in all public areas. The general rule is: “If you touch it, wipe it.”

- Wear a mask/face shield while driving with others on board.

**Busing of Students**

- Limit contact between busing cohorts and direct contact with parents as much as possible by maintaining a six (6) foot distance.

- One student per seat, unless the students are family members. The seat directly behind the driver must be open. Prohibited seats will be marked with tape.

- Several windows should be slightly opened to improve air ventilation.

- The Bus/Van should be swept and sanitized after the completion of each assigned route. See “Prevention Measures” below for more details.

**Paperwork/Logistics**

- All mechanical issues should be reported to the transportation office.

- Keys will be kept in a designated area on the bus.
Prevention Measures

- Floors in the bus should be cleaned first. Often when cleaning the floor of a bus, dust and contaminants on the floor become airborne and land on nearby surfaces. By cleaning the floor first, we can later remove these pathogens through the rest of the cleaning process. School bus floors should be vacuumed with a backpack or canister vacuum when needed. These are more effective at removing dust and soil and they prevent contaminants from becoming airborne.

- Avoidance of mops suggested. Mops collect soil and contaminants, but these also build upon the mop. Use only when necessary, and with approval from the supervisor.

- At the end of each day, all trash cans must be emptied. Designated staff will spray the buses after employees have finished sweeping floors.
In addition to the MSAD1 COVID GUIDELINES, all administrative employees must:

- Sanitize own desk, equipment, and office areas on a regular basis (at least daily) to prevent the spread of germs. (i.e. keyboards, telephones, doorknobs).

- Avoid using coworkers’ phones, desks, offices, or other work tools and equipment, unless the employee is authorized to do so by the employee’s supervisor. If an employee uses a coworker’s phone, desk, office, or other work tools and equipment, the employee must clean and disinfect them before and after use.

- All office communications should be by phone, email, or other remote technology. The use of paper is only for permanent records or communications that must be mailed.

- Employees will thoroughly wash their hands after opening and handling mail.
ADDITIONAL COVID-19 RETURN TO WORK RULES AND EXPECTATIONS FOR FOOD SERVICE STAFF

In addition to the MSAD1 COVID GUIDELINES, all food service employees must comply with the following rules:

**Health & Safety**

- Staff must wear face covering/mask when preparing food and working with or in proximity to employees or students.

- Food Service Workers must practice proper handwashing throughout their shift with soap and water for at least 20 seconds. In addition to the circumstances under which employees are required to wash their hands set forth in the district-wide Rules and Expectations, Food Service Workers must wash their hands:
  - Before, during, and after preparing food
  - Before and after work shifts -- as employee arrives and leaves
  - Before and after work breaks
  - After putting on, touching, or removing cloth face coverings
  - After removing gloves
  - After directly handling used food service items
  - After touching objects that have been handled by others, such as utensils, menus, cups, and trash
  - After touching dirty surfaces like floors, walls and soiled carriers and equipment

- Employees should maintain six (6) feet of distance while removing or bringing in items to walk-in coolers or storerooms.

- Staff must properly use gloves during food preparation.

**Prevention Measures**

- Each employee will have an assigned workstation and should limit interactions with other workstations whenever possible.

- Minimize handling cash, credit cards, and mobile devices, whenever possible.

- Practice routine cleaning and disinfection of frequently touched surfaces, such as workstations, cash registers, table tops, touch screens, door handles, refrigerator door handles, microwave door handles and buttons/keypads, light switches and cover plates, counter tops.
ADDITIONAL COVID-19 RETURN TO WORK RULES AND EXPECTATIONS FOR FOOD SERVICE STAFF

- Use disposable food service items (e.g., utensils, dishes). If disposable items are not feasible or desirable, ensure that all non-disposable food service items are handled with gloves and washed with dish soap and hot water or in a dishwasher.

- If food is offered at any event, have pre-packaged boxes or bags for each attendee instead of a buffet or family-style meal. Avoid sharing food or utensils.

- Any food and beverage items served from food service staff will be served by staff following safety and sanitation guidelines, including appropriate personal protective equipment (PPE).

- Staff will increase the frequency of cleaning and sanitizing and keep sanitation charts updated. Pay special attention to cleaning “high-touch” areas.

- Staff will sanitize all surfaces and equipment at days end.

CURRENT AS OF Aug 31, 2020
ADDITIONAL COVID-19 RETURN TO WORK RULES AND EXPECTATIONS FOR

BUILDING CUSTODIANS

In addition to the MSAD1 COVID GUIDELINES, all custodial and maintenance employees must follow facilities documented standard procedures for routine cleaning and disinfecting.

ITEMS THAT NEED TO BE SPECIFICALLY DISINFECTED DURING A PANDEMIC:

- **Restrooms/Bathrooms:**
  - Door knobs or handles
  - Light switches and cover plates
  - Paper towel dispenser knobs or handles
  - Faucet handles
  - Toilet and urinal flush levers
  - Toilet and urinal partitions, doors (including knobs, levers or slides)
  - Other items identified locally

- **Locker rooms:**
  - Door knobs or handles
  - Light switches and cover plates
  - Other items as identified on the checklist provided

- **Classrooms and Office Spaces:**
  - Door knobs or handles
  - Light switches and cover plates

- **Other locations:**
  - Nurse’s Office
  - Elevator call and operating buttons
  - Stairway handrails, doorknobs, light switches
  - Hallway door knobs, handles, drinking fountain faucets
  - Vending machines
  - Other items identified

- Special cleaning and disinfecting processes, including wiping down walls.

- Always follow label directions on cleaning products and disinfectants. Be sure to read the label directions carefully and review SDS (safety data sheets). **Prior district training requires the use of gloves for all cleaning and disinfecting procedures regardless of SDS requirements.** For spray application of disinfectants safety glasses or goggles shall be worn again regardless of SDS requirements. Dwell time (wet time on surface) for the application of disinfectants shall be observed as outlined in application instructions.

- Do not mix cleaners and disinfectants unless the labels indicate it is safe to do so.

- Sharing of personal tools shall not be allowed. District provided tools shall be cleaned/disinfected prior to use.
In addition to the MSAD1 COVID GUIDELINES, all instructional employees must:

**Health & Safety**

- Staff will model frequent hand washing/hand sanitizing for students throughout the school day, including upon entering/exiting the classroom.

- Staff may be asked to wipe down and sanitize classroom desks and changing stations when students vacate the classroom. Cleaning products and proper training will be provided.

**SPECIAL EDUCATION TEACHERS/ED TECHS:** Determination of additional PPE requirements will be made by the Special Education Director based upon the unique needs of each student/situation. Additional PPE may be required for staff working with young children, students with IEPs or student’s with specialized health plans such as, but not limited to:
  - Clear face coverings
  - Face shields
  - Kevlar sleeves/arm protectors
  - Gloves
  - Gowns
  - Plexiglass barriers for student desks

**Shared Objects**

- Teachers should do the following with respect to shared objects:
  - Discourage the sharing of items that are difficult to clean or disinfect.
  - Keep each child’s belongings separated from others’ and in individually labeled containers, cubbies, or areas.
  - Ensure adequate supplies to minimize the sharing of high touch materials to the extent possible (e.g., assigning each student their own art supplies, manipulatives, and other equipment) or limit the use of supplies and equipment by one group of children at a time and clean and disinfect between use.
  - Avoid sharing electronic devices, toys, books, and other games or learning aids.
  - Remove any furniture, toys, rugs, and other items that cannot be easily cleaned each day.

- All substitutes must then follow the specific guidelines listed above for the areas within which they substitute.
In addition to the MSAD1 COVID GUIDELINES, all nurses must:

- Use appropriate PPE when working with students and staff who visit the nurse’s office.
- Frequently sanitize the nurses’ station and medical equipment as well as areas used for isolation of suspected COVID-19 cases.
- Keep district administration abreast of any notable health trends, and especially any suspected or confirmed cases of COVID-19.
- Nurses should be vigilant and attend to reporting and documentation obligations, including and especially NNDSS.
In addition to the MSAD1 COVID GUIDELINES, all social workers, counselors, and coordinators must:

- Support SEL health of students upon reentry in buildings.

- Limit home visits to emergency situations only. Employees should follow the same prevention guidelines above (masks; 6-feet distance, travel guidelines) and remain outside the home whenever possible. No home visits should be made without prior approval from the employee’s supervisor.
In addition to the MSAD1 COVID GUIDELINES, all technology employees must:

- Staff should continue to attempt troubleshooting tasks remotely.

- Technology staff members may not work on/troubleshoot a device in close proximity to other staff members. With masks/face coverings, a distance of at least three (3) feet must be maintained at all times.

- When working on other individuals’ devices, gloves should be worn at all times, and the portion(s) of the device being worked on should be disinfected providing that doing so will not harm the device. Staff will be provided with wipes to accomplish this purpose.

- After all incidents of working on other people’s devices, the Technology staff must wash their hands and/or use hand sanitizer.

- Technology staff will devise a system/furniture set up in their own workspaces that will encourage or prevent others from passing a certain point/entering the room.

- Technology staff will encourage staff to drop off devices in need of service. The technology staff will then work on devices without staff waiting to minimize contact.

- When meeting with outside vendors, Technology staff must wear face coverings and require vendors to do the same.

- Technology staff will clean their own workspaces, equipment, desks, devices, etc. daily.
In addition to the MSAD1 COVID GUIDELINES, all coaches and stipend positions must maintain adequate cleaning schedules, which will be created and implemented for all athletic facilities to mitigate any communicable diseases. Until an MPA guidance document is produced, please use the National Federation of State High School Associations Document for detailed guidance.
CDC TRAINING VIDEOS:
- Cloth Face Coverings Do’s and Don’ts
- Handwashing
- Social Distancing
- Stop the spread of germs
- Know the Symptoms of COVID-19
Assessing for COVID-19 with Symptoms and No Known Exposure: MAAP and CDC

<table>
<thead>
<tr>
<th>Lower Risk Symptoms</th>
<th>Higher Risk Symptoms</th>
</tr>
</thead>
<tbody>
<tr>
<td>• New headache</td>
<td>• New, uncontrolled cough</td>
</tr>
<tr>
<td>• Muscle and body aches</td>
<td>• Shortness of breath or difficulty breathing (not exercise induced asthma)</td>
</tr>
<tr>
<td>• Runny nose/congestion</td>
<td>• New loss of taste or smell</td>
</tr>
<tr>
<td>• Nausea/vomiting/diarrhea</td>
<td>• Fever (100.4 or higher), chills</td>
</tr>
<tr>
<td>• Any of the above symptoms present beyond typical symptoms (for example, allergies)</td>
<td>• Sore throat</td>
</tr>
</tbody>
</table>

2 or more lower risk symptoms OR 1 higher risk symptom. NO known exposure to COVID-19

Exposure defined as within 6 feet for 15 minutes to COVID positive individual. Even if tested, exposed individual needs 14 day quarantine.

1 Lower risk symptom
Not exposed to COVID-19

Swab done
Negative test for COVID-19

Seen by clinician and no swab done and alternative diagnosis likely

Swab done
Positive test for COVID-19

No swab AND no alternative diagnosis (i.e., family declines, unable to obtain test).

Return to school 24 hours after symptom improves with doctor’s note

Return to school with health care provider note when fever free for 24 hours without medication AND symptoms are improved. Test is negative.

Return to school with health care provider note when fever free for 24 hours without medication AND symptoms improving

Return to school with health care provider note after 10 days AND 24 hours fever free without medication AND symptoms improving AND Maine CDC approval

To be determined by PCP evaluation. Ideally swab and negative test. If unable to obtain swab, return to school after 10 days, 24 hours fever free without medication AND symptoms improving. CDC not notified in these cases.

For testing, call the COVID Community Hotline: 1-844-489-1822 or call your health care provider.

Guidance adapted from Washington University in St. Louis and the CDC by the Maine Chapter of the American Academy of Pediatrics, school nurses, school physicians, and Pediatric Infectious Disease experts. Subject to change based on evolving science.

Updated: 8/7/2020
* Prior to accessing FFCRA Leave, an employee must submit an FFCRA Leave Request. MSAD1 may require medical documentation or certification in order to approve an FFCRA Leave Request.

* Any employee showing symptoms of COVID-19 may only return to work after meeting the standards recommended by the CDC. Any employee who exhausts their FFCRA Leave and/or contractual leave may request an unpaid leave of absence from the Superintendent. The decision to grant such a request is subject to the Superintendent’s discretion.
RETURN TO WORK PLAN FOR EMPLOYEES WHO HAVE TESTED POSITIVE FOR COVID-19

MSAD #1 will comply with CDC recommendations regarding employees’ return to work after testing positive for COVID-19. Under the current CDC guidance, an employee who has tested positive for COVID-19 will NOT be able to return to work until:

- the employee has gone three days without exhibiting symptoms of COVID-19, and at least ten days have passed since the employee’s symptoms appeared; OR
- the employee has received two negative COVID-19 test results from specimens taken more than 24 hours apart.

If an employee has been out of work due to testing positive for COVID-19 and the employee has used personal sick leave, FFCRA or FMLA leave, the employee will need to provide a medical note stating that they are medically cleared to return to work prior to doing so.

RETURN TO WORK PLAN FOR EMPLOYEES WHO HAVE BEEN SELF QUARANTINED DUE TO EXPOSURE TO COVID-19

Employees who believe they have been exposed to COVID-19 should STAY HOME, CONTACT THEIR SUPERVISOR, follow CDC Guidelines for quarantine and self isolation, and contact their PCP. Employees who have been tested and the results were negative should communicate those results to their supervisor. Once done, the supervisor may allow the employee to return to work and forward paperwork along to the Superintendent. Employees who have not been tested but who have exhibited symptoms of COVID-19 may not return to work until the employee has gone three days without exhibiting symptoms of COVID-19, and at least ten days have passed since the employee’s symptoms appeared.

PLAN FOR “HIGH RISK” EMPLOYEES

MSAD #1 will work with each individual employee to provide realistic accommodations to employees who may be in need. Communication is the key to the establishment of effective accommodations for employees. Any employees who have a medical condition that is considered to be in a “high risk” category should communicate with the Human Resources Manager and provide medical documentation. This will allow the MSAD1 to review the circumstances and to understand if accommodations may be made and if there is a need for remote work. Given that we work in a school system in which the majority of students will be at school, there is no guarantee there will be remote work available. Those employees who must be out and who are unable to work remotely, will need to use available leave provided in the appropriate employment agreement/negotiated contract. Additionally, employees may have access to additional leave via FFCRA or FMLA.
MSAD #1

EMPLOYEE TO SIGN AND RETURN TO DIRECT SUPERVISOR

MSAD #1 (MSAD1) must adhere to the guidelines set forth by the CDC as well as the State of Maine in response to COVID-19. Our goal is to continue to minimize the interaction and risk of possible transmission of COVID-19 between employees. Work schedules and workspaces may have been modified or reassigned to ensure employees are safe and able to comply in accordance with the MSAD1 COVID-19 Return to Work plan.

I, _______________________________________, acknowledge, understand, and agree that while working in a MSAD1 building I am to adhere to the following protocol:

1. I will complete a self-screening assessment daily to check for symptoms of COVID-19. Certain responses will require that I remain home. In this event, I will contact my supervisor immediately.

2. I will enter any MSAD1 building with my identification badge and a face covering each day.

3. I will wear my face covering/mask when in the presence of others (ie. restroom, hallway, any suites, elevator, conference rooms, communal areas, etc.) or maintain six (6) feet of distance--about two arm’s length- at all times throughout the workday.

4. I will practice proper handwashing guidelines and use hand sanitizer upon entering the workplace and throughout the workday. Hands should be washed with soap and water for at least 20 seconds when visibly soiled, before eating, and after coughing/sneezing and using the restroom.

5. If during my workday, I begin to experience any signs and symptoms of respiratory illness or spike a fever of 100.4°F or higher, I will notify my supervisor immediately to avoid exposing others in the workplace.
6. I will notify the Superintendent if I, or anyone in my household, has been confirmed to have COVID-19. As a response to protect the health and safety of our workforce, we will notify the Facilities Director so the work areas can be sanitized and will follow the CDC guidelines to notify all employees that have come in contact with and/or have been exposed to this person in the most confidential manner possible.

7. I will minimize face-to-face meetings by utilizing alternative methods to move projects forward (i.e. email, conference call, phone call, web-based meetings).

8. I will follow any additional guidelines established for my specific job role and essential travel guidelines which are included in this document.

9. I have watched the CDC training videos included and understand the expectations. My signature below is an acknowledgment that I have read, understand, and agree to comply with the above terms. Employees will be notified of updates as guidance may change.

_________________________________________  ___________________
Employee’s Signature                  Date

_________________________________________  ___________________
Director/Supervisor Signature              Date
SELF-ASSESSMENT REQUIRED DAILY

1. Have I been out of the state (with the exceptions of: NH, NY, NJ, VT, CT) in the last 14 days?
2. Do I or have I been living with anyone who is sick or quarantined?
3. Do I or have I been around anyone exhibiting these symptoms within the last 14 days:
   a. Do I or have I had a loss of taste or smell?
   b. Do I or have I had shortness of breath?
   c. Do I have a fever or feel feverish?
   d. Do I have a cough or sore throat?
   e. Do I feel unwell today?