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# THE SCHOOL DISTRICT OF NORTH FOND DU LAC

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## **Face Covering Policy - Emergency Rule Approved 8/10/2020**

### **IF WE ARE IN SCHOOL – FACE COVERINGS ARE REQUIRED IN ALL BUILDINGS DURING THE COVID-19 PANDEMIC**

In order to be as safe as possible and have in person learning in the School District of North Fond du Lac, face coverings (approved cloth facemasks and neck gaiters) will be required by all staff, students and visitors while inside buildings and outside if within 6 feet of others (or while under supervision of a District sanctioned event, athletics or recess). If people refuse to wear a facemask and do not have proper medical documentation (as well as utilizing other possible facial coverings, i.e. a shield), they will not be allowed in school buildings and if employed by the District are in jeopardy of losing employment.

**Background:** Due to Governor Ever’s Emergency Order #1, of Executive Order #86, as well as The Centers for Disease Control and Prevention (“CDC”) and World Health Organization (“WHO”) recommendations that everyone wear a face covering to help prevent community spread of COVID-19. Current medical research shows that COVID-19 is most commonly spread through respiratory droplets created when a person talks, sings, raises their voice, shouts, sneezes, or coughs, even when a person is asymptomatic. The face covering reduces and/or prevents the number of these droplets from making it into the environment and being inhaled by another person. While social distancing and regular hand washing are also essential, social distancing is not always possible. In those situations, face covering provides additional protection.

**The Rule:** The District has mandated that all employees, visitors, and students wear a face mask or neck gaiter while on school property and/or engaged in school activities. For the purpose of this rule, face coverings (as per the Fond du Lac County Health Department) will include items face masks and neck gaiters. Face coverings must be worn to cover nose and mouth, preventing droplets from exiting. Ineffective mesh face coverings or purposefully wearing face coverings incorrectly or punching holes in them is prohibited. Face coverings and personal protective equipment may not be worn in a manner that conceals the wearer’s entire face (ski masks, gas masks, costume masks, etc.) and must otherwise comply with the applicable **standards of dress as set forth in the Student and Staff Codes of Conduct and Employment Guides. NO INAPPROPRIATE DESIGNS, WORDS OR SYMBOLS ALLOWED ON FACE COVERINGS – Including face coverings that cause a distraction from the learning environment and make others uncomfortable.**

### **When to Wear/Remove a Face Covering**

COVID-19 is primarily transmitted through speaking, coughing, or sneezing. The face covering must cover your nose and mouth completely.

A face covering is required on all school buses, in all District buildings, during school and all school-sponsored events and activities. This requirement is applicable to all employees, parents and visitors entering the buildings and/or attending a school event and all students. Athletics and competitions will be decided on a sport by sport basis with advice from medical professionals and the County Health Department.

The District will provide all that need a mask, but it is recommended that each staff and child find a facemask that works best for them.

***When a parent or adult drops off a student, a face covering is required while on school grounds around other people. Please have a face covering on when you approach the building and congested areas to pick up and drop off students.***

The face covering should be put on prior to walking into the building. Clean face masks will be available at all entrances into the buildings. Face coverings must be worn on the bus.

The face covering must remain in place while inside all buildings, including as you walk into the school or district building, when working in or walking through common areas such as hallways, stairways, and elevators, and whenever you are in any room, including classrooms, or enclosed area where people are present.

Face covering may be removed outdoors where social distances of 6 feet is possible, when in a room alone with the door closed, and at the end of the day after exiting the building. Those students taking a bus must keep the mask in place until they have exited the bus.

Since eating and drinking with a face covering in place is not possible, it can be removed during meal or snack times. Social distancing of at least 6 feet is still recommended during these times when cohorts cannot be maintained.

Schools will create “mask break” opportunities for students where appropriate.

### **Proper Care of Your Face Covering**

If using a disposable face covering, it should be discarded into the garbage after each use. Cloth face coverings should be washed after each use, at least once per day. Use detergent and hot water. Drying the face mask may be done in a clothes dryer or air dry. If you must reuse your face covering before you wash it, wash your hands after you put it back on and do not touch your face. Throw away cloth face coverings that:

- No longer cover your mouth and nose
- Are stretched out or do not stay on your face
- Have damaged ties or straps
- Have holes or tears in the fabric

### **Accommodations**

There are certain medical conditions or special education students for which wearing a face covering is not safe. All requests for reasonable accommodation from the requirement to wear a face coverings will be considered in accordance with the District’s policies and procedures as well as all applicable laws, including the Americans with Disabilities Act, as amended, 42 U.S.C.

§12101, et. seq., §504 of the Rehabilitation Act, as amended, 29 U.S.C. §794, the Individuals with Disabilities Education Act, 20 U.S.C. §1400, et seq. and/or any other applicable federal, state or local law.

Students with a medical condition that impacts their ability to wear a face covering should address that with the District Face Covering Review Team (comprised of School Nurses and District Administrator). All requests will need specific letter from a qualified healthcare provider (doctor or physician's assistant), a signed "release of Information" with the healthcare provider to help find solutions for the student and work with the Review Team to find an alternative way to stop droplets from exiting the student's face are (look in to face shields and neck covering to reduce spread). **All students that medically cannot wear a mask are encouraged to sign up for eOriole Academy.**

Employees who have an underlying medical condition that impacts their ability to wear a face covering should contact Human Resources to request an accommodation. Medical documentation will be required for a reasonable accommodation that would exempt an employee from wearing a face covering to be granted.

#### **Policy Development Due to Prevailing Conditions**

This rule provides authority to the District Administrator to modify the provisions of this emergency rule to align with the evolving and prevailing conditions and local circumstances relative to COVID-19. The District will continue to seek guidance from the Fond du Lac County Health Department as it pertains to wearing Face Coverings:

<https://www.fdlco.wi.gov/departments/departments-f-m/health-department/covid-19-coronavirus/fdl-county-safe-restart>