

## **Seminole County Public Schools Face Covering Procedure for Employees, Contractors and Vendors**

I. Except as provided in Section VIII below, all employees, contractors, and vendors, must wear a face covering that fits snugly against the side of the face and covers both the mouth and nose while indoors on property owned, leased or operated by the District, at a District activity, or riding a bus or in other approved transportation provided by the District.

II. As referenced in this procedure, "face covering" means a uniform piece of material that fits snugly against the side of the face and securely and completely covers a person's nose and mouth and remains affixed in place without the use of one's hands, whether store bought or homemade, consistent with Seminole County Health Department and CDC guidelines. Open-chin triangle bandanas and face coverings containing valves, mesh material, lace, slashes, or holes are not permissible.

Additionally, face coverings may not be worn in a manner that obstruct the wearer's vision or conceals the wearer's entire face, such as ski masks, gas masks, Halloween masks, costume masks, ninja masks, pantyhose, or full-face masks.

III. All employees are required to wear a face covering while indoors on property owned, leased or operated by the District, including riding in buses and other approved transportation provided by the District. Employees are also required to wear a face covering when they are not able to maintain a minimum of six feet of separation from others (social distancing), depending on the available space. Employees may remove face coverings while maintaining social distancing, are engaged in high-intensity indoor activities, or while seated for dining.

IV. Each person is expected to supply their own individual face covering that complies with this procedure. The District will maintain emergency supplies of face coverings for those who need them to comply with this procedure.

V. All employees are expected to comply with face covering requirements for the health and safety of themselves, their colleagues, students, and others. Employees who do not comply should be reminded of the procedure. If they refuse to comply after being reminded, employees may be subject to discipline up to, and including, termination, consistent with any applicable Collective Bargaining Agreement or other School Board policies.

Legal Citation:

F.S. 1001.32

F.S. 1001.49

F.S. 1001.51

po0132 – Executive

po1030 – Superintendent of Schools

po7430 - Risk Reduction Program

po8450 – Control of Casual Contact Communicable Disease

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VI. Some employees may be required to wear additional personal protective equipment (i.e., health-related, custodians, specialized positions) when directed to do so by school/District protocol or by an employee's supervisor.

VII. All contractors and vendors are expected to comply with SCPS procedures, protocols and policies when on property owned, leased or operated by the District, and should be reminded that face coverings are required while at or inside a District school/facility. Contractors and vendors who refuse to wear a face covering in compliance with this procedure may be removed from District property and subject to other available contractual and legal remedies.

VIII. **Exceptions.** A face covering will not be required for the following:

A. Persons outdoors, when not in a crowded setting.

B. Persons for whom wearing a face covering would cause impairment due to preexisting health condition or disability and a determination is made that an accommodation is not reasonably available. Documentation from a medical provider may be requested by the District before a person is excused from wearing a face covering pursuant to this exception.

C. Persons communicating with hearing-impaired individuals who need to see the other person's mouth to communicate and a reasonable accommodation is not available.

D. Public safety, fire, and other life safety and health personnel whose personal protective equipment requirements are governed by their respective agencies.

E. Any person for whom removal of the face covering is necessary for such person to receive health care or to undergo a health care examination from authorized healthcare personnel, or if a person is experiencing acute trouble breathing, is unconscious or incapacitated and is personally unable to remove the face covering without assistance.

IX. Employees participating in indoor activities, like physical education, athletics or performing arts, where the wearing of face coverings is not practicable or

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may create a health risk may not be required to wear face coverings during the activity but must still follow any and all safety procedures in place for the activity, as established by the Superintendent.

X. The Superintendent may establish additional procedures regarding face coverings for employees, contractors and vendors as deemed necessary. Additionally, the Superintendent may modify any protocols and processes used to implement the efforts contained in this procedure to align efforts and actions with the prevailing conditions and local circumstances relative to COVID-19, as well as any additional or amended guidelines issued by the Seminole County Health Department, CDC, and other health authorities.

XI. This procedure is effective immediately and will remain in effect until further notice.

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