



COVID-19 FACE COVERING POLICY

POLICY:	808.1
ADOPTED:	08/16/21
EFFECTIVE:	08/23/21

I. Purpose

The purpose of this policy is to establish requirements for indoor face coverings for all people (ages 3 and older) present in all school settings including teachers, staff, students, and visitors to schools, regardless of vaccination status, in order to minimize exposure to COVID-19.

Further information on current exceptions and alternatives to face coverings for teachers, staff, students, and visitors can be found in the [ISD 199 808.1 PR COVID-19 Face Covering Procedure](#).

II. General Statement of Policy

- A. The term “school setting” means all buildings and properties owned or leased by the School District and is not limited to only those places where students are present. It includes all administrative and operational buildings and sites as well;
- B. “Face coverings” are manufactured or homemade cloth face coverings that, when properly worn, fit snugly and fully cover an individual’s nose and mouth. Scarves, ski masks and bandannas do not constitute face coverings for purposes of this policy and are not substitutes for wearing a proper face covering;
- C. For infection prevention and control practices, teachers and staff delivering direct student support services (e.g., personal care that could expose teachers or staff to a student’s bodily fluids, direct care with ill students and teachers or staff, or health care procedures involving respiratory or aerosol-generating procedures) are required to wear both a cloth face covering as described above and a medical/surgical grade disposable face covering.
- D. To be consistent with the Center for Disease Control and Minnesota Department of Health Guidance, this policy does not apply to:
 - 1. Individuals who cannot wear a face covering or cannot safely wear a face covering because of a disability as defined by the Americans with Disabilities Act, 42 U.S.C. 12101 et seq.;
 - 2. Individuals for whom wearing a face covering would create a risk to

workplace health, safety, or job duty as determined by the relevant workplace safety guidelines or federal regulations;

3. Individuals who are actively struggling to breathe, are unconscious, or are unable to remove a face covering without help;
 4. Individuals in certain situations (e.g., swimming or other activities that will soak or submerge a face covering in water,) where face coverings are unsafe;
 5. Individuals who are on a scheduled eating or drinking break;
 6. Individuals being requested to verify identity for lawful purposes; and
 7. Individuals participating in indoor physical activities (e.g., physical education, band, choir,) when actively engaged.
- E. To be consistent with the Minnesota State High School League (MSHSL) guidance, a temporary face covering removal would apply to students actively engaged in an athletic game, scrimmage, or competition. Face coverings are still required on the sidelines or when participants are not actively engaged in an athletic game, scrimmage, or competition.

III. Definition of Face Covering

- A. A face covering must be worn by all people present inside school district buildings, anyone riding public transportation including school buses, and anyone in childcare Settings. A face covering, when worn properly, should cover nose and mouth completely, should not be overly tight or restrictive, and should feel comfortable to wear. The following are included in the definition of face covering:
1. Paper or disposable face covering;
 2. Cloth face covering;
 3. Religious face covering; and
 4. Medical-grade face coverings
- B. A face shield is a clear plastic barrier that covers the face and allows visibility of facial expressions and lip movements for speech perception. A face shield should extend below the chin anteriorly, to the ears laterally, and there should be no exposed gap between the forehead and the shield's headpiece.

- C. Face coverings that incorporate a valve designed to facilitate easy exhaling, mesh face coverings, or face coverings with openings, holes, visible gaps in the design or material, or vents are not sufficient face coverings because they allow exhaled droplets to be released into the air.

IV. Face Covering Appearance Parameters

- A. The parameters concerning facing covering appearances are intended to:
 - 1. Maintain a safe environment where face coverings are required.
 - 2. Ensure all teachers, staff, students, and visitors are treated equitably based on recommendations and requirements of the district's face covering policy and procedures.
 - 3. Prevent teachers, staff, students, and visitors from wearing face coverings that are lewd, vulgar, obscene, offensive, defamatory, profane, advocate violence or harassment against others, or are likely to cause substantial disruption or material interference with school activities including, but not limited to, profanity and hate speech.
- B. It is not the intention of this policy to abridge the rights of teachers, staff, students, and visitors to express political, religious, philosophical, or similar opinions by wearing face coverings on which such messages are stated. Such messages are acceptable as long as they are not lewd, vulgar, obscene, defamatory, profane or do not advocate violence or harassment of others.
- C. These face covering recommendations and requirements will apply to all in-person school days, as well as to all relevant school-related events and activities on campus.
- D. When, in the judgement of the administration, a teacher, staff, student, or visitors face covering interferes with or disrupts the educational process or school activities, or poses a health or safety threat, the teacher, staff, student, or visitor will be directed to make modifications.

VI. Implementation

- A. Signs relating to the recommendations and requirements of this policy will be posted in each school building and administrative office and communicated to teachers, staff, students, and visitors to the school building.
- B. The school district will provide face coverings and/or face shields when

applicable. Teachers, staff, students, and visitors may choose to wear their own face covering as long as it covers the nose and mouth. To the extent practicable, the school district will maintain an extra supply of face coverings.

- C. The school district will reinforce the use of face coverings and/or face shields for all people inside school district buildings, anyone riding public transportation including school buses, and anyone in childcare settings (age 3 and older).
- D. Children age 11 or younger who cannot tolerate a face covering due to a medical condition or disability related condition may be permitted to utilize alternative options such as a face shield or other reasonable accommodation. The Superintendent or designee shall have discretion to determine whether a child age 11 or younger qualifies for a reasonable accommodation and the accommodation to be provided. For a student with a medical condition or disability, the student's education team (i.e. IEP team, Section 504 team, health plan team) will determine whether the student qualifies for a reasonable accommodation and the accommodation to be provided. As a condition to granting a reasonable accommodation, the school district may require an individual to provide a physician's note and/or other relevant information or with respect to the condition or circumstance. Requests for reasonable accommodations from the face covering requirement shall be assessed on a case-by-case basis in accordance with applicable federal and state law.
- E. All face coverings shall meet the requirements of applicable dress code policies and/or codes of conduct. To the extent the face covering requirements of this policy conflict with Policy 504 – Student Dress and Appearance, this Policy shall control.

VII. Enforcement; Consequences for Non-Compliance

- A. In order to promote the health and safety of all teachers, staff, students, and visitors, compliance with this policy is necessary to make available a safe environment that is conducive to learning. .
- B. Those who fail or refuse to comply with this policy may be subject to discipline or removal from school property.

VIII. COVID-19 Face Coverings Policy 808.1 Effective Date

The COVID-19 Face Coverings Policy 808.1 will be in effect as of Monday, August 23, 2021. The school board will review this policy as necessary in light of changes to case rates, guidance from the Center for Disease Control, American Association of Pediatrics, Minnesota Department of Health, Minnesota Department of Education and/or any other applicable authorities, and, minimally, at the start of each trimester.

Legal References: Emergency Executive Order 20-81
Emergency Executive Order 20-82
Minn. Stat. § 12.45 (Governor's Orders and Rules, Effect)
Minn. Stat. § 12.45 (Violations; Penalties)

Cross References: Policy 807 - Health and Safety Policy
Policy 504 - Student Dress and Appearance
808.1 PR - COVID-19 Face Covering Procedures
Resolution to Approve Mandating the Use of Face Coverings in All
Buildings in Inver Grove Heights Community Schools