

FACE COVERINGS (“MASKS”)

In accordance with the “Health and Safety Guidance for Ohio K-12 Schools” issued by the Ohio Department of Health and the Ohio Department of Education, and in an effort to combat the spread of COVID-19, the Board will enforce the rules set forth in this policy concerning face coverings (“masks”). If the requirement to wear a mask is made applicable to more people or in more circumstances than are set forth under this policy because of a law, rule, regulation, or order from federal, state, county or local government, or governmental agency, this policy shall be read to include such requirement, while in effect, without the necessity of adopting a change to the policy to reflect such requirement.

A mask is a cloth/fabric device or garment which is worn around the face and covers an individual’s nose, mouth, and chin, so as to reduce the spread of respiratory droplets that, in infected people, carry and spread COVID-19.

Except as otherwise permitted herein, all persons entering upon School property, and all occupants of school buses and vans, are required to wear a mask at all times. This requirement applies to, but is not limited to, the following: employees, volunteers, Board members, students, parents/guardians, community members, contractors, businesses, groups renting the School’s facilities, persons attending Board meetings, and persons attending extra-curricular activities.

Exceptions to the mask requirement apply in the following instances and/or to the following individuals/groups:

1. Students in grades Pre-K through 2;
2. Students in grades 3 through 12 who are prohibited by health or developmental reasons, as evidenced by documentation from the student’s physician;
3. An employee with a disability needing a related reasonable accommodation under the Americans with Disabilities Act, or a religious accommodation under Title VII of the Civil Rights Act, which prevents him/her from wearing a mask;
4. Instances where wearing a mask in the school setting would be prohibited by law or regulation, as determined by the Executive Director;
5. Instances where wearing a mask would violate documented industry standards, as determined by the Executive Director;
6. Instances where wearing a mask is not advisable for health reasons, as determined by the Executive Director;

7. Instances where wearing a mask would otherwise violate any of the School's documented safety policies, as determined by the Executive Director;
8. Instances where there is a functional (practical) reason for a student, staff member, or volunteer not to wear a mask, as determined by the Executive Director.

If a student is unable to procure a mask for himself/herself, the School will provide a mask. Transparent face shields that wrap around the face and extend below the chin may be used by students as an alternative where wearing a mask would hinder the learning process.

Violations of this policy by a student may be treated as "dress code" violations under the applicable student handbook and a student may be subject to discipline accordingly. Violations of this policy by staff members may result in disciplinary consequences, in accordance with any applicable collective bargaining agreement. Individuals/groups found to be in violation of this policy may be removed from School property, with the assistance of law enforcement if necessary.