



High Risk Persons Policy

- I. The purpose of this Policy is to comply with the requirements of 6.12.14 NMAC and CDC guidance in regards to high risk persons staff and students and COVID-19.
- II. The School shall give notice to all staff that alternate work and reasonable accommodation is available to staff who are high risk.

“Accommodation” for the purposes of this Policy means a modification or adjustment to a job or the work environment that will enable an employee to do his or her job despite their status as high risk including but not limited to telework.

"High-risk " means having certain underlying conditions that cause the person to be more at risk for severe illness from COVID-19. For the purposes of this Policy those underlying conditions are:

- 65 years of age or older;
- Cancer;
- Chronic kidney disease;
- COPD (chronic obstructive pulmonary disease);
- Down Syndrome;
- Heart conditions, such as heart failure, coronary artery disease, or cardiomyopathies;
- Immunocompromised state (weakened immune system) for solid organ transplant
- Severe obesity (BMI greater than 40 kg/m²);
- Pregnancy;
- Sickle cell disease; and
- Type 2 diabetes mellitus.

- III. Living with a High Risk Person.
Any student or staff member who resides with a person at high risk for severe illness from COVID-19 may also be accommodated by the School in the event the person requests such accommodation.

- IV. In order to receive accommodation the staff member or student's family must contact and work with the Director to process the request. A letter from a medical provider may be required for accommodation of staff.

Approved by the Governing Council of Coral Community Charter School on April 6, 2021.