



## **High Risk Persons Policy**

- I. The purpose of this Policy is to comply with the requirements of 6.12.14 NMAC (Rule) 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 in the high risk group.

“High risk group” for the purposes of this Policy means any staff member or student with any condition listed below that makes each more at risk for severe illness from COVID-19.

“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.

- A. For staff the Rule defines "High-risk staff" as adult persons employed by the School with certain underlying conditions that make them more at risk for severe illness from the virus that causes COVID-19, including but not limited to:
  1. cancer;
  2. chronic kidney disease;
  3. chronic obstructive pulmonary disease;
  4. heart conditions such as heart failure,
  5. coronary artery disease or cardiomyopathy;
  6. body mass index greater than or equal to 30kg/m<sup>2</sup>;
  7. pregnancy;
  8. sickle cell disease;
  9. smoking;
  10. type 1 diabetes mellitus;
  11. type 2 diabetes mellitus;
  12. moderate-to-severe asthma;
  13. cerebrovascular disease;
  14. cystic fibrosis;
  15. hypertension or high blood pressure;
  16. immunocompromised state from blood or bone marrow transplant;
  17. immune deficiencies;
  18. HIV;
  19. use of corticosteroids or other immune-weakening medications;

20. neurologic conditions such as dementia;
  21. liver disease;
  22. pulmonary fibrosis;
  23. thalassemia; and
  24. Aged 65 years or older.
- B. For students the Rule defines "High-risk students" as students with certain underlying health conditions that may make them more at risk for severe illness from the virus that causes COVID-19, including but not limited to:
1. obesity;
  2. medical complexity;
  3. severe genetic disorders;
  4. severe neurologic disorders;
  5. inherited metabolic disorders;
  6. sickle cell disease;
  7. congenital heart disease;
  8. diabetes;
  9. chronic kidney disease;
  10. asthma and other chronic lung disease; and
  11. immunosuppression due to malignancy or immune-weakening medications.
- III. Living with a High Risk Person.  
Any student or staff member who resides with a person at high risk for COVID-19 shall also be accommodated by the School in the event the person requests such accommodation.
- IV. A high risk person is not required to disclose to the School which of the above conditions put him or her or them at high risk. However, in order to receive accommodation the student or staff member must provide a letter from a medical professional stating that he or she has a condition that puts him or her at high risk of severe illness from COVID-19 and work with the Head Administrator to process the request.
- V. Pursuant to the Rule the School may require, with appropriate licensing waivers, high-risk teachers to remotely teach upper grades, in order to prioritize necessary in-person instruction for younger students.

*Approved by the Coral Community Charter School Governing Council on January 26, 2021.*