



## 2021 AYF Staff Eligibility and Expectations

The dates that have been set for this summer (which will be specified in your service agreement) have taken into consideration the current state of the pandemic. We believe that these details will continue to evolve, and we ask that you also keep in mind that AYF protocols will be applied consistently for both Miniwanca and Merrowvista: whichever state sets the higher standard for safety; we will follow at all AYF locations.

Any changes to program dates (due to factors such as state and local restrictions, changes to school calendars, etc.) may impact the dates of your employment. Those changes will be communicated to staff when we know them. Changes to staff contract dates may result in staff salary being prorated to reflect the change in employment term. In order to reduce the risk of program disruptions or changes, we need you to take the precautions outlined below prior to staff training to lower the risk that COVID-19 enters our camp community.

### **Summary of Staff/Volunteer Modifications for 2021**

For the purposes of this document, we will name all individuals (either staff or volunteer) as “staff”. Volunteers must follow the same behavior and restrictions as staff. Partial employment/volunteer periods are not likely to be considered. All staff and volunteers must begin their time at Miniwanca or Merrowvista on Day 1 of staff training at their respective location.

To reduce any chance of communicable disease at camp this season, the restrictions on staff to be implemented, include but are not limited to:

- Out-of-State staff need to be able to quarantine within an 8-hour drive from camp. (See page 4 below for additional specifics.)
- Non-US based individuals are ineligible to join AYF as staff in 2021.
- Quarantine: Staff need to quarantine pre-camp for up to 10 days prior to arrival at camp.
- “Bubbled Staff” (see staff categories definitions below) may not leave camp at any point during their employ and must spend days off onsite.
- Daily COVID-19 symptom screening for staff as well as at least two COVID tests throughout employ will be required.
- Staff training will include enhanced communicable disease and sanitation training.
- As deemed necessary by medical and public health professionals, individuals who have been in close contact with any individual (including campers, parents, or other staff) who have tested positive for COVID-19 will be quarantined onsite.

As state guidelines may continue to change, we may not have all final answers to your questions. We encourage you to visit our [Frequently Asked Questions](#) section on the AYF website for the most up to date answers to your questions. Please also reach out to a hiring manager or via the contact us section of the website with additional questions you may have.

**Staff Categories**

For summer 2021 we will have two categories of staff:

1. “Bubbled” staff for the duration of camp
2. Commuter staff

	<b>BUBBLED STAFF</b> (incl. family members living on site):
<b>Definition</b>	<p>This group of staff is part of the camp bubble. These staff members have immediate contact with campers and with fellow staff working directly with campers. Staff in this group include:</p> <ul style="list-style-type: none"> <li>• Program staff</li> <li>• Specialists</li> <li>• Dining room staff</li> <li>• Custodial &amp; maintenance staff living onsite</li> </ul>
<b>Commitment</b>	<ul style="list-style-type: none"> <li>• For more information, see additional information in the pages below.</li> <li>• Quarantine up to 10 days prior to staff training.</li> <li>• Track symptoms for 2 weeks prior to arrival (a form will be provided).</li> <li>• Obtain a COVID test 3-5 days prior to camp and submit a negative result prior to arrival.</li> <li>• Be “in the bubble” for 5 weeks at camp: 2 weeks of staff training + 3 weeks of camp program with campers.</li> <li>• Consistently follow masking guidelines at camp.</li> <li>• Spend days off in designated areas of camp.</li> <li>• Be away from family and friends outside the bubble. No visitors are allowed.</li> <li>• Staff who need to leave for emergency reasons, may not be able to return to camp for the remainder of the session.</li> </ul>
<b>Protocols at Camp</b>	<ul style="list-style-type: none"> <li>• Participate in daily symptom screening.</li> <li>• Enhanced sanitization procedures.</li> <li>• Follow masking guidelines.</li> <li>• Ensure participants are supported in following all applicable guidelines.</li> <li>• Participate in COVID-19 testing as required/needed (see below for pre-employment needs related to testing).</li> </ul>



	<b>COMMUTING STAFF</b>
<b>Definition</b>	<p>This group of staff is not part of the camp “bubble”. These staff members do not have immediate contact with campers and with staff working directly with campers. Staff in this group include:</p> <ul style="list-style-type: none"> <li>• Regular Office staff</li> <li>• Food service – back of the house / food preparation</li> <li>• Regular Facility staff</li> <li>• Drivers – commuter staff</li> </ul>
<b>Commitment</b>	<ul style="list-style-type: none"> <li>• Up to 10 days prior to staff training</li> <li>• 2 weeks of staff training</li> <li>• 3 weeks of camp</li> </ul>
<b>Protocols at Camp</b>	<ul style="list-style-type: none"> <li>• Participate in daily symptom screening.</li> <li>• Enhanced sanitization procedures.</li> <li>• Follow masking guidelines.</li> <li>• Ensure participants are supported in following all applicable guidelines.</li> <li>• COVID-19 testing as required/needed.</li> </ul>
<b>Commitment at home and during time off</b>	<ul style="list-style-type: none"> <li>• Sign the staff pledge form.</li> <li>• Track symptoms starting 2 weeks prior to start of your employ.</li> <li>• To the fullest extent possible, follow state and local public health orders, recommendations, and advisories for slowing the spread of the virus.</li> <li>• Wear a facemask when indoors in buildings other than your own home, or when outdoors and six feet distancing is not achievable.</li> <li>• Wear a facemask when you cannot physically distance with guests visiting your home.</li> <li>• If household members are not willing/able to follow these same precautions, the staff member needs to wear a mask, physical distance, and not visit with friends or family indoors during this period of time.</li> <li>• Wash/sanitize my hands regularly and be an advocate for hand hygiene.</li> <li>• Avoid crowds and gatherings.</li> <li>• Be a champion for safety by applying the same commitment and vigilance required at AYF camp to all areas of your life.</li> <li>• Avoid non-essential travel</li> </ul>



## AYF Pre-Camp Quarantine/Travel and COVID-19 Testing For “Bubbled” Staff

Location	Staff Quarantine Begins at Home (10 days prior to arrival at camp)	COVID-19 Test at Home (3-5 days prior to arrive)*	Staff Training Begins	Camper Opening Day	End of Session for Staff
<b>Miniwanca</b>	June 1	June 6-8	June 11	June 27	July 18
<b>Merrowvista</b>	June 15	June 20-22	June 25	July 11	August 1

*\* Testing will take place 3-5 days prior to camp. As conditions evolve, we will review best practices and share updates with staff.*

We ask that staff take the following precautions at home to help create a safe bubble at camp for our community and to lower the risk that COVID-19 enters camp.

### At-Home Quarantine

- COVID-19 has an incubation period of 4-10 days, so limiting in-person interactions to only those you live with significantly lowers the risk of exposure.
- Quarantine should be restricted to members of the household only. No physical contact with anyone outside of the household unless absolutely necessary.
- If any member of the household leaves the house, they need to practice social distancing: wearing a mask, staying 6 feet away from other people, and washing hands with soap and water frequently.
- After the COVID-19 test is conducted, the individual should have **NO** contact with anyone outside of their household.
- If you or a household member starts to exhibit any COVID-19 symptoms, contact your hiring manager immediately.

### At-Home Screening

- Staff need to complete a pre-arrival self-screening tool during the quarantine period prior to their arrival at camp and provide it to the camp during check-in procedures.

### Travel to/from Camp

- Under the current state guidelines, personal transportation is the only way staff and families can travel to camp. This should be done by yourself or someone who has been quarantining with you. You will be responsible for driving directly to camp with minimal exposures for urgent stops only. More details will be provided in the staff handbook.
- Staff also need to have the same transportation to return home and it needs to be available throughout the duration of their employment.

### Pre-Camp COVID-19 Testing

- Per state guidelines, all staff will be required to submit a negative PCR test conducted within 3-5 days prior to arriving at camp.
- Please contact us if you need assistance in obtaining a COVID-19 test.

### COVID-19 Testing at Camp

- Current guidelines require all staff be tested upon arrival at camp and again on their seventh day in the community.
- Additional tests may take place if the staff or any close contacts have exhibited any COVID-19 symptoms or have been exposed to those who have tested positive for COVID-19.



## COVID-19 Related Health Considerations

### Summer 2021

*For staff who are considering a position with the American Youth Foundation, please see the language below for how we are speaking to prospective campers and their families on this topic. We encourage you to discuss any medical concerns you may have about your own wellbeing and ability to complete the duties of your position with a medical provider. Staff will be asked to submit a "health memorandum" from a medical provider stating that the medical provider feels that the staff person's health is suitable for meeting the responsibilities of the staff's assigned position. These health memorandums will be made available after a staff person is hired and prior to the start of staff training. More information will be available during the interview process.*

The American Youth Foundation aims to be inclusive in the enrollment of participants. All reasonable efforts will be made to accommodate campers with different conditions, strengths, and abilities. Prior to participation in any AYF program, our staff will review camper applications to ensure that participants can meet the physical and emotional demands of the program. On occasion, it may be necessary for us to contact you and gather additional information about your child's health or medical history and to consult with our AYF Medical Review Team to learn more about an applicant's need for accommodations.

Our goal is to include as many participants as possible. We are limited, however, in what we can provide in terms of medical care, and we reserve the right to preclude participation based on a condition that we are not able to manage safely.

### Considerations for High-Risk Populations

State Guidelines include the following special considerations for vulnerable or high-risk populations:

1. Families of campers with high-risk individuals residing in their homes must consider COVID-19 exposure risks if they send their child to camp and determine if it is safe.
2. The following populations should consult with their primary care provider before participating at summer camp facilities:
  - People of all ages with underlying medical conditions, particularly if not well controlled including:
    - People with chronic lung disease or moderate to severe asthma
    - People who have serious heart conditions
    - People who are immunocompromised. Many conditions can cause a person to be immunocompromised, including cancer treatment, smoking, bone marrow or organ transplantation, immune deficiencies, poorly controlled HIV or AIDS, and prolonged use of corticosteroids and other immune-weakening medications
    - People with severe obesity (body mass index of 40 or greater)
    - People with diabetes
    - People with chronic kidney disease undergoing dialysis
    - People with liver disease

AYF advises all camper parents/guardians to consult with their medical provider to determine if camp is a reasonably safe option for them this year.

