



2021 AYF Staff Eligibility and Expectations

(Updated 5/13/21)

Important Updates (as of 5/13/21)

- Fully vaccinated staff and campers **do not need to submit proof of a negative COVID-19 PCR test** prior to arrival at camp. Instead they must **provide proof of vaccination** before they arrive at camp.
- Any staff arriving **before** staff training begins (June 11 at Miniwanca or June 25 at Merrowvista) **must be fully vaccinated**.

Our summer 2021 program offerings take the current state of the pandemic into consideration. AYF COVID-19 protocols apply to both Merrowvista and Miniwanca and follow whichever state (New Hampshire or Michigan) sets the highest standard of safety. We expect these protocols to evolve and will update this document accordingly.

Changes to program dates (due to factors such as state and local restrictions, changes to school calendars, etc.) may affect the dates of your employment. We will notify staff of any changes to contract dates as soon as we know them, and we may prorate salaries to reflect those changes. Staff should take the precautions outlined below prior to staff training to reduce the risk that COVID-19 enters our camp communities and disrupts summer programming.

For the purposes of this document, the term “staff” includes both paid employees and volunteers, as everyone must follow the same COVID-19 protocols. Strict pre-camp safety expectations and onsite protocols mean the AYF is unlikely to consider partial employment or volunteer periods for summer 2021. All staff must start their employment on June 11 at Miniwanca or June 25 at Merrowvista.

AYF Pre-Camp Safety Pledge/Travel and COVID-19 Testing

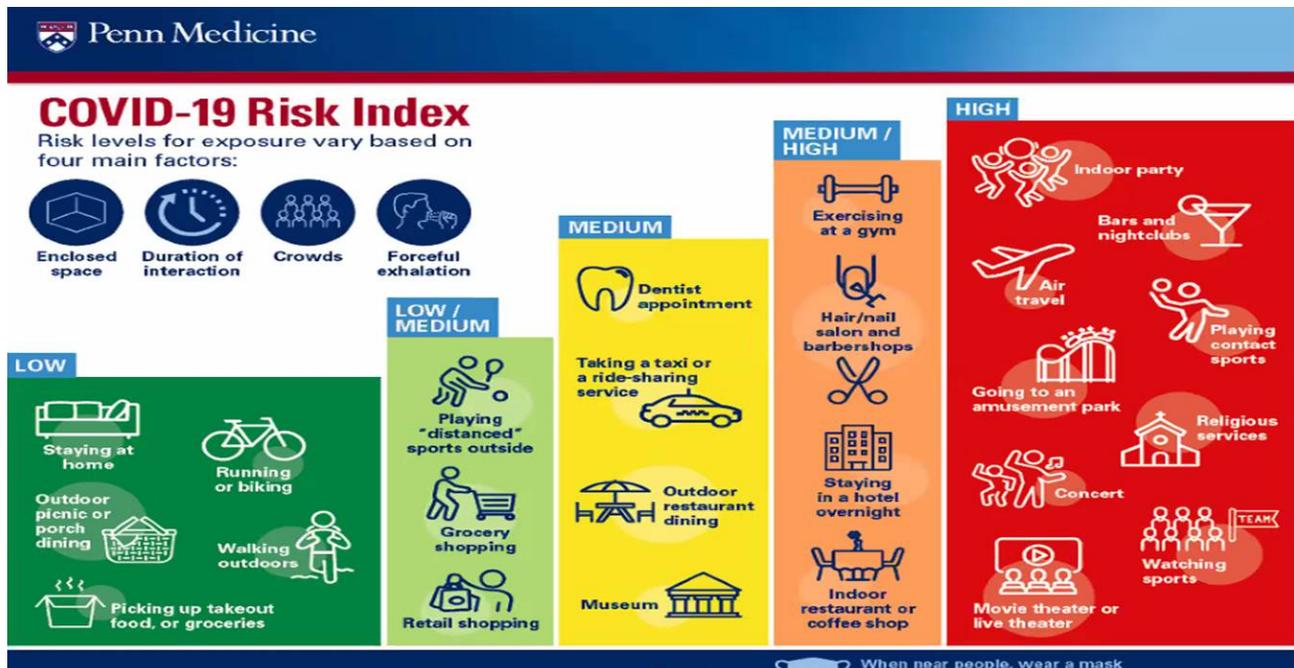
Location	Pre-Camp Safety Pledge Begins at Home (10 days prior to arrival at camp)	COVID-19 PCR Test at Home* (3-5 days prior to arrival)	Staff Training Begins	Camper Opening Day	End of Session for Staff
Miniwanca	June 1	June 6-8	June 11	June 27	July 18
Merrowvista	June 15	June 20-22	June 25	July 11	August 1

*applies only to unvaccinated staff

Pre-Camp Safety Pledge

The AYF is committed to creating a safe community bubble to reduce the risk that COVID-19 enters camp. **All staff must sign the Pre-Camp Safety Pledge outlining expectations 10 days prior to the start of staff training. Commuter staff must continue to adhere to this pledge throughout their employment period.** These expectations include:

- Staff and members of their household will only engage in **Low to Low/Medium Risk activities** outlined in the two green sections of the COVID-19 Risk Index (see below).



- Staff and members of their household will **only interact with those living in their household** to significantly reduce the risk of exposure to COVID-19.
- When a staff member or member of their household leaves the home, **they must wear a mask indoors and outdoors if they cannot stay 6 feet away from others.** They must frequently wash their hands with soap and water, especially upon returning to the home.
- Staff must **self-monitor for COVID-19 symptoms two weeks prior to the start of their employment via MyMedBot** (AYF will provide login information with staff arrival information.) If staff or a household member starts to exhibit any COVID-19 symptoms in the 10 days prior to arrival at camp, they should immediately contact their hiring manager.
- **Fully vaccinated staff must provide proof of vaccination via CampBrain** prior to the start of their employment.
- **Unvaccinated staff must submit a negative COVID-19 PCR test conducted within 3 to 5 days prior to arriving at camp.** After their first COVID-19 PCR test is conducted, staff should not have contact with anyone outside of their household. (Staff should contact their hiring manager if they need assistance obtaining a COVID-19 test.)

Travel Protocols

- Current CDC travel guidance states that **personal vehicle transportation is the safest way staff and families can travel to camp.** Staff who will live onsite must drive directly to camp, stopping only when necessary and minimizing their exposure. They should only travel with individuals from their household. More details will be provided in the staff handbook.
- In the event of a positive COVID test, **staff living onsite must also have a travel plan to return home or to a local emergency quarantine location** within 48 hours of diagnosis. These resources need to be available throughout the employment term.
- Airline travel is only an option if the staff member can quarantine near camp 10 days prior to staff training. The staff member must also have an emergency COVID-quarantine location and pick up plan.



About COVID-19 Vaccinations

- **We strongly encourage all staff to be vaccinated against COVID-19 before arrival at camp.**
 - Fully vaccinated is defined by the CDC as two weeks after a single-dose vaccine (Johnson & Johnson) or two weeks after the second dose of a two-dose vaccine (Moderna or Pfizer).
- Fully vaccinated staff and campers **must submit proof of vaccination via CampBrain** before arrival at camp. They are not required to submit results of a negative PCR COVID-19 test.
- While the AYF does not require the COVID-19 vaccine for most camp staff, restrictions on staff may vary based on their COVID vaccination status. **Those camp staff arriving before June 11 at Miniwanca and June 25 at Merrowvista, must be fully vaccinated.**
- The AYF encourages those who are vaccinated to follow the current CDC guidance that vaccinated people still follow masking guidelines and maintain physical distancing from those who are not vaccinated.

Staff Categories

We will have two categories of staff for summer 2021: **Bubbled Staff and Commuter Staff.**

Bubbled Staff

Definition	<p>These staff members live and remain onsite for the entirety of their five-week employment period. They have direct contact with campers and fellow bubbled staff who work directly with campers. Staff in this group include:</p> <ul style="list-style-type: none"> • Program staff such as cabin/village leaders, program specialists, etc. • Dining room staff • Any operations staff who choose to live onsite • Family members of staff living onsite
Commitment	<ul style="list-style-type: none"> • Bubbled staff must sign and adhere to the Pre-Camp Safety Pledge outlined above. • Bubbled staff must adhere to Travel Protocols outlined above. • Staff must submit a health memorandum stating that their medical provider feels the staff member's health is suitable to meet the responsibilities of their assigned position. (See COVID-19 Related Health Considerations below.) • Days off will be spent onsite in designated staff-only areas of camp. • No visitors are allowed during the five weeks of staff training and camp session. • If bubbled staff leave camp for an emergency, they likely will not be able to return for the remainder of the session.
COVID-19 Protocols at Camp	<ul style="list-style-type: none"> • Bubbled staff must participate in daily COVID-19 symptom screening and take two COVID-19 tests during their employment. • Additional tests may take place if the staff member or any close contacts have exhibited COVID-19 symptoms or are exposed to someone who tests positive for COVID-19.



	<ul style="list-style-type: none"> • 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. • Staff training will include enhanced communicable disease and sanitation training. • Bubbled staff will follow AYF mask guidelines as outlined in their staff handbook. • Bubbled staff will ensure fellow staff and campers are supported as they follow all applicable COVID-19 protocols and guidelines.
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Commuter Staff

Definition	<p>These staff members are not part of the camp bubble. These staff members live off site and do not have direct contact with campers or bubbled staff who work directly with campers. Staff in this group include:</p> <ul style="list-style-type: none"> • Regular office staff • Food service – back of the house/food preparation • Regular facility staff
Commitment	<ul style="list-style-type: none"> • Commuter staff must sign and adhere to the Pre-Camp Safety Pledge outlined above. • Staff must submit a health memorandum stating that their medical provider feels the staff member’s health is suitable to meet the responsibilities of their assigned position. (See COVID-19 Related Health Considerations below.) • Commuter staff must follow state and local public health orders, recommendations, and advisories for slowing the spread of the virus to the fullest extent possible. • Commuter staff must be champions for safety by applying the same commitment and vigilance required at camp to all areas of their lives. • Commuter staff should avoid nonessential travel.
COVID-19 Protocols at Camp	<ul style="list-style-type: none"> • Commuter staff must participate in daily COVID-19 symptom screening and participate in COVID-19 testing as required. • Commuter staff will perform enhanced communicable disease and sanitation procedures associated with their individual roles. • Commuter staff will follow AYF mask guidelines as outlined in their staff handbook. • Commuter staff will ensure fellow staff and campers are supported as they follow all applicable COVID-19 protocols and guidelines.



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.

