

# Sonora ISD COVID-19 Employee Quarantine Protocol – Per 3-12-21 TEA Guidance

SCENARIOS	DEFINITION(S)	PROTOCOL	IF UNABLE TO WORK	RETURN TO WORK
<p><b>SCENARIO 1</b></p> <p><b>EMPLOYEE WITH COVID-19 SYMPTOMS</b></p> <p><b>OR</b></p> <p><b>EMPLOYEE CONFIRMED OR PRESUMED POSITIVE FOR COVID-19</b></p>	<p><b>COVID-19 Symptoms:</b> In evaluating whether an individual has symptoms consistent with COVID-19, consider the following question:</p> <p>Have they recently begun experiencing any of the following in a way that is not normal for them?</p> <ul style="list-style-type: none"> <li>• Feeling feverish or a measured temperature greater than or equal to 100.0 degrees Fahrenheit</li> <li>• Loss of taste or smell</li> <li>• Cough</li> <li>• Difficulty breathing</li> <li>• Shortness of breath</li> <li>• Fatigue</li> <li>• Headache</li> <li>• Chills</li> <li>• Sore throat</li> <li>• Congestion or runny nose</li> <li>• Shaking or exaggerated shivering</li> <li>• Significant muscle pain or ache</li> <li>• Diarrhea</li> <li>• Nausea or vomiting</li> </ul>	<p><b>The employee MUST:</b></p> <ul style="list-style-type: none"> <li>• Stay away from District property</li> <li>• If on District property, immediately leave</li> <li>• Immediately notify supervisor AND <b>Pennie Litterell</b></li> <li>• Remain home until cleared to return to work</li> </ul> <p><b>NOTE:</b> An employee who has symptoms may decide to contact the employee’s healthcare provider to determine if testing is right for them.</p>	<p>Since the requirement to provide Families First Coronavirus Response Act (“FFCRA”) leave expired December 31, 2020, review your local policy and Board action to see if the employee qualifies for leave related to this absence.</p>	<p>Employees must meet ALL of these conditions before re-entry:</p> <ul style="list-style-type: none"> <li>• At least one day (24 hours) has passed since recovery (resolution of fever without the use of fever-reducing medications);</li> <li>• Improvement in symptoms (e.g., cough, shortness of breath); and</li> <li>• At least 10 days have passed since symptoms first appeared.</li> </ul> <p>In the case of an employee who has symptoms that could be COVID-19 and who is not evaluated by a medical professional or tested for COVID-19, the employee is presumed to have COVID-19 and may not return to District property until the individual has completed the same criteria set out above.</p> <p>If the employee has symptoms that could be COVID-19, did not test positive, and wants to return to work before completing the above stay-at-home period, they must either:</p> <ul style="list-style-type: none"> <li>• Obtain a medical professional’s note clearing the individual for return based on an alternative diagnosis, though for health privacy reasons the note does not need to indicate what the alternative diagnosis is; or</li> <li>• Obtain an acute infection test (at a physician’s office, <a href="#">approved testing location</a>, or other site) that comes back negative for COVID-19.</li> </ul> <p>In the case of an employee that is asymptomatic but has received a positive COVID-19 test result, the employee may not return to the campus until ten days have passed since a positive test.</p> <p>If the employee has tested positive for COVID-19 and believes the test was a false positive, and wants to return to school before completing the stay at home period, the individual must either (a) obtain a medical professional’s note clearing the individual for return based on an alternative diagnosis, though for health privacy reasons the note does not need to indicate what the alternative diagnosis is, or (b) obtain two PCR acute infection tests (at a physician’s office, approved testing location, or other site) at least 24 hours apart that come back negative for COVID-19.</p>

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<p><b>SCENARIO 2</b></p> <p><b>EMPLOYEE IN CLOSE CONTACT WITH TEST-CONFIRMED COVID-19 POSITIVE</b></p> <p><b>NOTE: IF THE EMPLOYEE HAS BEEN VACCINATED OR TESTED POSITIVE FOR COVID WITHIN THE PAST THREE (3) MONTHS, REVIEW SCENARIO 4.</b></p>	<p><b>Close Contact:</b> This document refers to “close contact” with an individual who is test-confirmed to have COVID-19. The definition of close contact is evolving with our understanding of COVID-19, and individual scenarios should be determined by an appropriate public health agency. In general, close contact is defined as:</p> <p>a) being directly exposed to infectious secretions (e.g., being coughed on); or b) being within 6 feet for a total of approximately 15 minutes throughout the course of a day; however, additional factors like case/contact masking (i.e., both the infectious individual and the potential close contact have been consistently and properly masked), ventilation, presence of dividers, vaccination status, prior infection status, and case symptomology may affect this determination.</p> <p>Either (a) or (b) defines close contact if it occurred during the infectious period of the case, defined as two days prior to symptom onset to 10 days after symptom onset. In the case of asymptomatic individuals who are test-confirmed with COVID-19, the infectious period is defined as two days prior to the confirming lab test and continuing for 10 days following the confirming lab test.</p> <p>The above definition of close contact from TEA is derived from CDC guidance. Check with your LHA for additional guidance as necessary.</p>	<p><b>The employee MUST:</b></p> <ul style="list-style-type: none"> <li>• Confirm close contact with test-confirmed COVID-19 positive with <b>Pennie Litterell (School Nurse)</b></li> <li>• Stay away from District property</li> <li>• If on District property, immediately leave</li> <li>• Immediately notify supervisor</li> <li>• Remain home until cleared to return to work</li> </ul> <p><b>NOTE:</b> An employee may come into close contact with a test-confirmed COVID-19 positive individual at work, or outside of work. Questions about close contact should be directed to <b>Pennie Litterell @ 325-387-6980 or Ext 3114.</b></p> <p><b>* If the employee has been vaccinated or tested positive for COVID within the past 3 months, review Scenario 4.</b></p>	<p>Since the requirement to prove Families First Coronavirus Response Act (“FFCRA”) leave expired December 31, 2020, review your local policy and Board action to see if the employee qualifies for leave related to this absence.</p>	<p>If an employee tests positive or develops symptoms at any time during their quarantine, then the employee’s situation must be analyzed under Scenario 1 outlined above. In the case of an employee who tests negative or does not test (and never develops symptoms), the employee must quarantine for the District’s stay-at-home period.</p> <p>Taking into account CDC guidance updated on December 2, 2020, the District has selected the following stay-at-home period(s), absent specific control orders issued by the local health authority regarding the identified individuals:</p> <ul style="list-style-type: none"> <li>- 10 days after the last close contact, so long as they continue to monitor themselves daily for symptoms and take appropriate precautions through day 14;</li> <li>- 7 days after the last close contact, after receiving a negative test result (administered at least 5 days after the last close contact), so long as they continue to monitor themselves daily for symptoms and take appropriate precautions through day 14.</li> </ul> <p><b>NOTE:</b> For staff who are necessary to preserve school operations, school systems can choose not to require any stay-at-home period, so long as the affected staff continue to monitor themselves daily for symptoms and take appropriate precautions through day 14, and schools can consider the use of rapid tests for these individuals</p> <p><b>NOTE: CDC continues to endorse quarantine for 14 days and recognizes that any quarantine shorter than 14 days balances reduced burden against a small possibility of spreading the virus.</b></p> <p><a href="https://www.cdc.gov/coronavirus/2019-ncov/more/scientific-brief-options-to-reduce-quarantine.html">https://www.cdc.gov/coronavirus/2019-ncov/more/scientific-brief-options-to-reduce-quarantine.html</a></p>

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<p><b>SCENARIO 3</b></p> <p><b>EMPLOYEE INTERACTION THAT DOES NOT QUALIFY AS CLOSE CONTACT</b></p>	<p>If the employee has contact that does not meet the definition of close contact, outlined above, but:</p> <ul style="list-style-type: none"> <li>• has contact with someone who is test-confirmed positive               <ul style="list-style-type: none"> <li>○ more than six feet apart; or</li> <li>○ for less than a cumulative duration of 15 minutes; or</li> <li>○ who due to additional factors like case/contact masking (i.e., both the infectious individual and the potential close contact have been consistently and properly masked), ventilation, presence of dividers, vaccination status, prior infection status, and case symptomology did not meet the definition of close contact; or</li> </ul> </li> <li>• has contact with someone who had close contact with a lab confirmed positive; or</li> <li>• has contact with someone who is presumed positive, but not lab confirmed.</li> </ul>	<p><b>The employee will usually be allowed to continue working, however they MUST:</b></p> <ul style="list-style-type: none"> <li>• Continuously monitor for symptoms</li> <li>• Consistently follow District COVID-19 protocols</li> </ul> <p>If the employee begins experiencing any COVID-19 symptoms, then the employee’s situation should be analyzed under the EMPLOYEE WITH COVID-19 SYMPTOMS scenario outlined above.</p>	<p>These employees will be allowed to continue working.</p>	<p>N/A</p>

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<p><b>SCENARIO 4</b></p> <p><b>QUARANTINE GUIDANCE FOR FULLY VACCINATED INDIVIDUALS AND INDIVIDUAL WHO HAVE TESTED POSITIVE FOR COVID-19 WITHIN THE PAST THREE (3) MONTHS AND RECOVERED</b></p>	<p>Vaccinated persons with an exposure to someone with suspected or confirmed COVID-19 are not required to quarantine if they meet all of the following criteria:</p> <ul style="list-style-type: none"> <li>• Are fully vaccinated (i.e., ≥2 weeks following receipt of the second dose in a 2-dose series, or ≥2 weeks following receipt of one dose of a single-dose vaccine);</li> <li>• Have remained asymptomatic since the current COVID-19 exposure</li> </ul> <p>Persons who have tested positive for COVID-19 within the past three (3) months and recovered do not have to stay at home or get tested again, so long as they do not develop new symptoms.</p> <ul style="list-style-type: none"> <li>• Individuals who develop symptoms again within three (3) months of their first bout of COVID-19 may need to be tested again if there is no other cause identified for their symptoms.</li> </ul> <p>*This guidance is from TEA, in accordance with CDC Guidelines <a href="https://www.cdc.gov/vaccines/covid-19/info-by-product/clinical-considerations.html">https://www.cdc.gov/vaccines/covid-19/info-by-product/clinical-considerations.html</a></p>	<p><b>If the employee meets these criteria, the employee will be allowed to continue to work, however they MUST:</b></p> <ul style="list-style-type: none"> <li>• Continuously monitor for symptoms</li> <li>• Consistently follow District COVID-19 protocols</li> </ul> <p>If the employee begins experiencing any COVID-19 symptoms, then the employee’s situation should be analyzed under the EMPLOYEE WITH COVID-19 SYMPTOMS scenario outlined above.</p>	<p>These employees will be allowed to continue working.</p>	<p>N/A</p>

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## Notes:

- In the above, days means calendar days.
- For each event that triggers a quarantine, the employee's situation should be re-evaluated under the particulars of the relevant scenario. It may be necessary to contact legal counsel to discuss the employee's ability to return to work when multiple of the above scenarios apply to the same employee.
- **This quarantine protocol was developed based on the Public Health Planning Guidance for School Year 2020-2021 issued on March 12, 2021. TEA states that changes to the public health situation may necessitate changes to the TEA guidance. As such, changes to the TEA guidance may necessitate changes to this quarantine protocol.**