

# SABINAL ISD EMPLOYEE COVID PROTOCOLS AND RE-ENTRY GUIDELINES

January 24, 2022

This document takes effect immediately, replacing all prior guidance for the 2021-2022 school year. These protocols are supported by the latest guidance from TEA, CDC, and Uvalde County Health Authority & Texas Dept. of Health Services.

All persons entering our schools and/or attending school events are expected to practice self-responsibility by self-assessing their health before entering any school facility or attending a school event. Any individual who feels sick, regardless of symptoms, should not enter any campus and/or attend any school event and/or remain out of any Sabinal ISD facilities until symptoms have improved and fever free for 24 hours without the use of fever suppressing medications. Fever is a temperature of 100 degrees. We highly encourage eligible individuals to become fully vaccinated against COVID.

## **EMPLOYEE WITH COVID:**

1. Per Texas Education Agency (TEA) school systems **MUST** exclude school employees from attending work or school functions who are actively sick with COVID; **OR** who are suspected of being actively sick with COVID; **OR** who have received a positive test result for COVID.
2. Employees **MUST** be excluded from attending school in person at least 5-days **AND MUST** be fever free for 24 hours without the use of fever reducing medications before returning to work, and other symptoms have improved. For those with no symptoms, at least 5 days after the day they tested positive.
3. Employees **MUST** consult with Nurse Reyes before being cleared to return to work. Once the employee returns to work they **MUST** wear a mask or face shield at all times for 5 additional days.
4. Employees will be required to take personal leave for the duration of the quarantine period; excused work from home will not be granted. Unless medically documented, the employee must immediately return to work after the quarantine period as determined by Sabinal ISD. Failure to do so may result in disciplinary action.
5. While school systems are not required to conduct COVID case investigations, or make public announcements, they are required to cooperate with local and state public health entities regarding cases in our schools. Notices will be sent to those students or staff who were in close contact with the employee.

## **UNVACCINATED OR NOT "UP TO DATE" VACCINATED EMPLOYEE IN CLOSE CONTACT OR LIVES WITH A COVID POSITIVE PERSON:**

Note: Employees may voluntarily provide documentation to the school nurse of their vaccination status, or will be designated as "unvaccinated" or not "up to date" by these protocols and re-entry criteria.

1. "Close Contact" is defined as being within 6 feet of a COVID positive person for a cumulative total of 15 minutes or more over a 24-hour period.
2. "Fully vaccinated" means a person has received their primary series of COVID-19 vaccines. "Up to date" means a person has received all recommended COVID-19 vaccines, including any booster dose(s) when eligible.
3. It is strongly recommended that any employee with known exposure to a COVID positive person to immediately consult with a medical professional.
4. The employee **SHOULD** quarantine at least 5-days **AND MUST** be fever free for 24 hours without the use of fever reducing medications before returning to work and other symptoms have improved. **AND MUST** wear a mask or face shield at all times for 5 additional days.
5. If the employee chooses to self-quarantine they **MUST** consult with Nurse Reyes before returning to work. Employees will be required to take personal leave for the duration of the quarantine period; excused work from home will not be granted.
6. The employee **MAY** choose to remain at work if they monitor their health daily, **AND** agree to submit a negative test on the 5th day **AND wear a mask or face shield at all times for 10-days.**

## **FULLY VACCINATED AND UP TO DATE EMPLOYEE IN CLOSE CONTACT IN CLOSE CONTACT OR LIVES WITH A COVID POSITIVE PERSON:**

Note: Employees may voluntarily provide documentation to the school nurse of their vaccination status, or will be designated as "unvaccinated" or not "up to date" by these protocols and re-entry criteria.

1. It is strongly recommended that any employee with known exposure to a COVID positive person to immediately consult with a medical professional.
2. It is recommended, but not required, to self-quarantine for 5-calendar days **AND** be fever free without medication for 24-hours before returning to work. If the employee chooses to self-quarantine they **MUST** consult with Nurse Reyes before returning to work. Employees will be required to take personal leave for the duration of the quarantine period; excused work from home will not be granted.
3. Staff who meet the close contact threshold with a COVID-19 positive individual and are in one of the following groups, **do not need to stay at home if** that person has received all recommended vaccine doses, including boosters and additional primary shots for some immunocompromised people or was confirmed COVID-19 positive within the last 90 days and has fully recovered.
4. Employees who provide documentation of being "up to date" or confirmed COVID-19 positive within the last 90 days and fully recovered **MAY remain at work without further action.**
5. Sabinal ISD **requests** that the vaccinated employee wear a mask or face shield at all times for 10-days.