

Any employee experiencing COVID-19 symptoms – including shortness of breath; persistent cough; a fever; recent loss of taste or smell; a headache; severe diarrhea, nausea, or vomiting; persistent sore throat; persistent congestion or runny nose not solely associated with allergies; abnormal muscle or body aches; or other confirmed symptoms associated with COVID-19 – is required to stay home from work. If an employee begins to experience these symptoms during the work day, that employee must notify the School Director and leave work immediately.

Employees who have tested positive for COVID-19

An employee with a **positive** case of COVID-19 and experiencing **symptoms** can resume work:

- After 10 days have passed since appearance of first symptoms and
- Symptom free and
- After 24 hours without fever, without fever-reducing medication

An employee with a **positive** case of Covid-19 but experiencing **no symptoms** can resume work:

- After 10 days have passed with no symptoms since positive test

Employees in Close Proximity to an individual with confirmed case of COVID-19:

Close proximity is defined as being within 6' or less of a person with COVID for 15 minutes or more.

A **Vaccinated employee** who has been in **Close Proximity** to an individual with COVID-19 with or without symptoms must be tested 3-5 days after exposure. The employee does not need to quarantine unless experiencing symptoms or tests positive. The employee must also wear a mask indoors in public for 14 days following exposure or until the test result is negative. The employee must isolate for 10 days if the test result is positive.

An **Unvaccinated employee** who has been in **Close Proximity** to an individual with COVID-19 at any time for 2 days before positive test who has **NO symptoms**:

- **LOW RISK EXPOSURE** (both individuals wearing masks) - The individual in close proximity may continue to come to work and closely self-monitor for above and confirmed symptoms of Covid-19 for the next 10 days.
- **HIGH RISK EXPOSURE** (either one or both individuals were unmasked) - The individual in close proximity must quarantine for 10 days from date they were last in close proximity with the asymptomatic person during that 2-day period.

An **Unvaccinated employee** who has been in **Close Proximity** to an individual with COVID-19 with **NO symptoms** may choose to test on or after day 5, using a PCR test. If the test is negative, quarantine ends after day 7. If positive, quarantine is required.

An **Unvaccinated employee** who has been in **Close Proximity** to an individual with COVID-19 who **HAS symptoms** and the exposure occurred any time for 2 days before symptoms appeared:

- **LOW RISK EXPOSURE** (both individuals were wearing masks) - The individual in close proximity may continue to come to work and closely self-monitor for above and confirmed symptoms of COVID-19 for the next 10 days.
- **HIGH RISK EXPOSURE** (either one or both individuals were unmasked) - The individual in close proximity must quarantine for 10 days from date they were last in close proximity with the symptomatic person 2 days before their symptoms appeared or after.

Effect of Classroom Quarantine on the Educational Program

In the event of any of the above scenarios which require a complete closure of the classroom, teachers will move to an online educational program or educational materials will be sent home during that quarantine. Vaccinated teachers will continue to be paid as they do not need to quarantine; unvaccinated teachers will not be paid. If a teacher is required to quarantine, but the classroom is still operational, then a substitute teacher will be utilized until the teacher can return and the class program will continue unchanged.

Communication

- Any employee with COVID-19 symptoms, waiting for a COVID-19 test result, or with a confirmed case of COVID-19 should immediately contact the School Director, Melissa Young (myoung@thebowmanacademy.com).
- Following a discussion with the employee the School Director will individually notify any school-related person who may have been exposed according to the close proximity guidelines above.
- The name of either any confirmed COVID-19 case or suspected COVID-19 case will NOT be released.
- An employee who has been in close proximity to any individual with COVID-19 (asymptomatic or symptomatic) must immediately contact the School Director, Melissa Young. They will be required to follow the close proximity guidelines above.