

**NOVA CLASSICAL ACADEMY**  
**MANUAL OF POLICIES APPROVED BY THE BOARD OF DIRECTORS**

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**Policy NP 801:**  
**COVID-19 RELATED QUARANTINES**

**I. GENERAL POLICY**

Given the ongoing public health threat caused by the COVID-19 pandemic, Nova Classical Academy will follow public health guidance as it relates to quarantining students or staff who are experiencing symptoms of COVID-19; test positive for COVID-19; and/or are a close contact of someone who tested positive for COVID-19. Specifically, Nova Classical Academy will follow the Recommended COVID-19 Decision Tree for People in Schools, Youth, and Child Care Programs and related guidance issued by the Minnesota Department of Health, as the Decision Tree and related guidance may be amended from time to time. All students and staff will be required to comply with Nova's quarantine procedures and shall remain out of any and all school buildings and offices, transportation, and activities, wherever located, as directed by Nova's administration consistent with the Decision Tree and related guidance. If the Decision Tree and related guidance are unclear or there is uncertainty about how they apply to particular facts, Nova administration has the discretion to make necessary decisions. This policy will remain in effect for the 2021-2022 school year unless repealed by the Board sooner.

Quarantines are meant to help prevent the spread of COVID-19 by those who are reasonably suspected to have contracted the virus, whether vaccinated or unvaccinated, and to be able to transmit it to others, particularly to those who are unvaccinated. At the time of this policy's adoption, there is no vaccine approved for children under the age of 12 and there are other students and staff at Nova who are believed to be unvaccinated. Further, available evidence indicates that those who are vaccinated can contract and spread COVID-19. Because the school setting brings many people together indoors, following quarantine procedures is an important measure in limiting the spread of COVID-19 and associated disruptions to the educational environment. In adopting this policy, the Board considered and weighed the political, educational, social, health, and safety factors behind the CDC, MDE, and MDH guidance related to quarantines and the needs of the Nova's students, staff, and community.

**II. MONITORING AND REPORTING**

All students, staff, and other individuals entering any Nova building or office, transportation, or activities, wherever located, must monitor for symptoms of COVID-19 and/or potential close contacts with those who have tested positive for COVID-19 and promptly report any such symptoms or close contacts to Nova's administration to determine proper quarantine procedures. Such individuals must also report if they test positive for COVID-19 or any member of their household tests positive for COVID-19. Parents/guardians are responsible for monitoring and reporting for their student(s), except that students who are 18 years of age or older are responsible for their own

monitoring and reporting. Anyone who has COVID-19 symptoms, a close contact, a positive COVID-19 test, or a positive COVID-19 test within the household shall not enter any Nova building or office, transportation, or activities, wherever located, until making a proper report to Nova's administration and completing any quarantine period as directed by that administration consistent with the Decision Tree and related guidance.

### **III. VACCINATED STUDENTS AND STAFF**

To the extent that the Decision Tree and related guidance provide less restrictive quarantine procedures for individuals who are vaccinated, only those individuals who provide proof of full vaccination will be entitled to the benefit of any such procedures. "Full vaccination" means that at the time of the incident giving rise to potential quarantine, at least two weeks have passed since the individual completed the full vaccine course, whether one dose or two doses. Proof of vaccination must be in the form of a valid vaccination card, medical record confirming vaccination, or other documentation reasonably confirming vaccination as deemed appropriate by School administration. To be sufficient, proof of vaccination must include the date(s) of vaccination, type of vaccine received. Data regarding a student's or staff member's vaccination status will be shared only with those Nova staff who have a need to access the data.

Absent timely proof of vaccination, individuals will be treated as unvaccinated for purposes of applying the quarantine procedures.

### **IV. CONSIDERATIONS FOR STAFF REQUIRED TO QUARANTINE**

If an employee is required to quarantine and is not sick, the employee and their supervisor will discuss whether the employee can perform the essential duties of their job while at home. If not, the employee may use any leave that is currently available to them for the days that they are required to quarantine and cannot work. [OPTIONAL: Given the unique circumstances presented by the COVID-19 pandemic and related quarantine procedures under this policy and public health guidance, the School will allow an employee who is not able to work while at home to use any earned sick leave even if an employee is not sick during this period.] For both continuity and overall quality of instruction for students, Nova will first attempt to accommodate instructional staff by providing them with the ability to instruct and/or provide supports from home (e.g. via Google Meet with a sub in the room) or other appropriate means.

### **V. FAILURE TO COMPLY**

Anyone who fails to comply with this policy or the direction of Nova's administration to quarantine and remain away from all School buildings or offices, transportation, or activities, wherever located, for the full quarantine period, consistent with the Decision Tree and related public health guidance, may be subject to discipline and/or exclusion from all Nova property and activities. In the case of Nova employees, such discipline shall be up to and including discharge. To the extent allowed by law, students refusing to comply with the quarantine procedures will be suspended, which

may extend for the length of the applicable quarantine period. A student's subsequent refusal to comply with Nova's quarantine procedures could lead to additional discipline up to and including expulsion, consistent with the Pupil Fair Dismissal Act.

## **VI. NOTICE**

Nova will provide staff and students and/or their parents/guardians with notice of the current Decision Tree in effect by posting the Decision Tree or a link to the document in a conspicuous place on its website. To the extent practicable, Nova will also provide a copy or link to the Decision Tree via a direct communication to staff and students and/or their parents/guardians. Without regard for whether actual notice of amendments to the Decision Tree has been given or received, the most recent iteration of the Decision Tree and related guidance issued by the Minnesota Department of Health will control Nova's quarantine procedures.

### **Legal References:**

Pupil Fair Dismissal Act, Minnesota Statutes Sections 121A.40 to 121A.56

### **Cross References:**

Board Policy 403 (Discipline, Suspension, and Dismissal of School Employees)

Board Policy 506 (Student Discipline)

### **Other References:**

MDH Recommended COVID-19 Decision Tree for People in Schools, Youth, and Child Care Programs:

<https://www.health.state.mn.us/diseases/coronavirus/schools/exguide.pdf>

MDE Best Practice Recommendations for COVID-19 Prevention in Schools for the 2021-22 School Year

CDC Guidance for COVID-19 Prevention in K-12 Schools: Contact Tracing in Combination with Isolation and Quarantine