

Adopted: December 13, 2021

Revised:

460 STAFF PAY DURING COVID19 ABSENCE

I. PURPOSE

The purpose of this policy is to ease the financial burden Crosslake Community Schools' (CCS) staff incurs as a result of required isolation or quarantine due to contracting COVID19 or residing with a COVID19 positive person.

II. GENERAL STATEMENT OF POLICY

- A. CCS recognizes that our staff are our greatest assets.
- B. Per the Minnesota Department of Health (MDH), isolation of COVID19 positive persons is necessary to reduce the transmission of COVID19.
- C. Staff who test positive for COVID19 must isolate per current MDH guidelines.
- D. Staff who reside with a COVID19 positive person or have had close contact with a COVID19 positive person must quarantine per current MDH guidelines.
- E. CCS acknowledges that required isolation and quarantine can cause financial hardship for our staff.
- F. CCS staff will be paid the equivalent of up to five (5) of their regularly scheduled days per their employment agreement.

III. DEFINITIONS

- A. "Close contact" means someone who was within six feet of a COVID19 infected person for a cumulative total of 15 minutes or more over a 24-hour period.
- B. "Isolation" means when a person who tests positive for COVID19 stays at home and away from others.
- C. "Quarantine" means when a person who is a close contact of someone with COVID19 stays at home and away from others.

IV. PROCEDURES

- A. To qualify for COVID19 pay, CCS staff must submit proof of their COVID19 positive status or proof of their household member's COVID19 positive status to the CCS Coordinator of Nursing & Health Services.
- B. The CCS Coordinator of Nursing & Health Services will advise staff of the length of their isolation or quarantine per current MDH guidelines.

V. EXPIRATION OF POLICY

Policy 460 will expire at the conclusion of the 2022-2023 school year.