

## SCREENING AND SUSPECTED COVID-19 OR OTHER COMMUNICABLE DISEASE POLICY

### COVID-19 SCREENING PRACTICES

- **At-Home Monitoring:** Employees and parents/guardians/caregivers of students are expected to monitor themselves or students at home and ensure that they do not report, or permit any student(s) to report to school with a temperature of 100.4 or higher or with other symptoms of illness, or following potential exposure<sup>1</sup> to a communicable disease as defined below. Employees and students with fevers or other symptoms of illness should consult with their medical providers and should not return to work or school until their symptoms resolve.
- **Self-Reporting:** Employees who experience symptoms of COVID-19, have potentially been exposed to COVID-19, or who test positive for COVID-19, and parents/caregivers of students who experience symptoms of COVID-19, have potentially been exposed to COVID-19, or who test positive for COVID-19, must report immediately to SCHOOL NURSE at YOUR BUILDING.
- **Screening Students:** Students will be screened on a daily basis for COVID-19 symptoms. Such symptoms currently include fever of 100.4 or higher, chills, cough, shortness of breath, fatigue, muscle or body aches, headache, new loss of taste or smell, sore throat, congestion or runny nose, nausea or vomiting, and diarrhea.<sup>2</sup> Symptom screening will be conducted at DESIGNATED BUILDING ISOLATION ROOMS. Upon arrival, students will be visually observed for symptoms by designated staff members and will be required to answer questions (through a parent, guardian, or caregiver, where age-appropriate) relating to latent symptoms or possible exposure to COVID-19, prior to being permitted to access the premises. At the Administration's discretion, following consultation with local health officials, students also may be required to undergo temperature checks or attest electronically or in writing to their temperature (through a parent, guardian, or caregiver, where age-appropriate). Screenings will be conducted as discreetly as practicable, and all information concerning results will be protected in accordance with applicable law. Students (and, if applicable, parents, guardians, and caregivers) will remain at least two meters<sup>3</sup> apart and will wear face coverings while waiting to be screened. There will be markings to guide social distancing during the screening process.
- **Screening Employees:** All employees must undergo temperature checks and screening for COVID-19 symptoms prior to entering the premises each day. This may require answering questions and attesting in-person to SCHOOL NURSE to questions designed to ascertain whether the employee has experienced symptoms of, or potentially has been exposed to COVID-19, or

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<sup>1</sup> As used throughout this policy, the terms "exposed" or "exposure" refer the New Jersey Department of Health's definition of "close contact" which means having been within six feet of a person known or suspected to have COVID-19, for a period of at least 10 consecutive minutes. The NJ Department of Health also has cautioned that in some school situations, it may be difficult to determine whether individuals have met this criterion and an entire cohort, classroom, or other group may need to be considered exposed, particularly if people have spent time together indoors.

<sup>2</sup> Symptoms list taken from the Centers for Disease Control and Prevention on 7/28/2020.

<sup>3</sup> This is approximately 6.56 feet. This distance has been recommended by the CDC's "Operational Considerations for Schools," issued August 25, 2020.

attesting electronically or in writing to his or her answers to such questions. If the employee's temperature is not witnessed by SCHOOL NURSE, the employee must provide written or electronic verification of his or her temperature and the date and time it was taken. Screenings will be conducted as discreetly as practicably, and all information concerning results will be protected in accordance with applicable law.

- **Isolation:** Students who display two or more of the following current COVID-19 symptoms: **fever (measure or subjective), chills, rigors (shivers), myalgia (muscle aches), headache, sore throat, nausea or vomiting, diarrhea, fatigue, congestion or runny nose, or at least one of the following symptoms: cough, shortness of breath, difficulty breathing, new olfactory disorder, new taste disorder**, will be sent to a designated space, other than the school medical office, where they can be supervised and maintain a social distance from others of at least two meters while isolating from the rest of the staff and students until they can be picked up from school. Employees who display any symptoms of COVID-19 will be sent home.
- **Return:** In addition to the other requirements of this policy, the school reserves the right to require an employee or student who has experienced symptoms of COVID-19, tested positive for COVID-19, or has been exposed to someone with confirmed or suspected COVID-19 to present proof that the employee or student has been "cleared" by a medical professional to return to school or work. Such clearance must indicate a return date.
- **Documentation:** The school will maintain a file of all screening results, including a record of information relating to any student and staff who are excluded from school as a result of the screening. The file will be treated confidentially and stored in a secure location.
- **Employee Confidentiality:** Except where the school is required by law to report certain information, all employee information related to COVID-19 health screenings will be kept in a confidential file separate from the employee's personnel file.
- **Student Confidentiality:** Except where the school is required by law to report certain information, all student information related to COVID-19 health screenings will be treated as confidential and kept in a secure location.
- **Accommodations:** Employees or parents/caregivers of students with disabilities who believe they may need an accommodation to participate in the screening process must contact SCHOOL NURSE at YOUR DESIGNATED BUILDING.

#### **SUSPECTED COMMUNICABLE DISEASE**

- **Exposure to Communicable Disease Generally:** No student or employee who is a member of a household in which a person is ill with tuberculosis, diphtheria, scarlet fever, whooping cough, yellow fever, typhus fever, cholera, measles, COVID-19 or such other contagious or infectious disease ("communicable disease"), or of a household where someone has been exposed to such contagion, or who otherwise has been exposed to such contagion, shall attend school until medically cleared of such illness.

- **Symptoms of Diagnosis of Communicable Disease Generally:** No student or employee who shows symptoms of, or who has been diagnosed with any communicable disease shall attend school until medically cleared of such illness.
- **Exclusion of Students with Suspected Communicable Disease Generally:** The school administrator may, upon the recommendation of the school physician or the school nurse, if either of them are present in the building, exclude from school any student who shows symptoms of, has been diagnosed with, or has been exposed to a communicable disease or whose presence in the school room is certified by the medical inspector as detrimental to the health of the students in the school.

In the absence from the building of the school nurse, the classroom teacher may exclude the student from the classroom and the school administrator may exclude the student from the school building. The school administrator or the classroom teacher, as the case may be, shall notify the parent, guardian or other person having control of the student of the reason for his/her exclusion.

Students suspected of having a communicable disease will be sent home. Until a student is able to be picked-up, any such student will be sent to a location within in the building where s/he can remain isolated from the rest of the student body and members of the staff. The student will be socially distanced and supervised throughout the isolation period.

- **Confirmed COVID-19:** In addition to the general requirements for students or employees diagnosed with communicable disease, a student or employee who has been diagnosed with COVID-19, may not return to school until at least 10 days after the onset of symptoms, and at least 24 hours after resolution of fever without the use of fever-reducing medication and improvement of symptoms. Students or employees who test positive for COVID-19, but who are asymptomatic, may not return to school until at least 10 days from the positive test result.
- **Exposure<sup>4</sup> to COVID-19:** In addition to the general requirements for exposure to communicable disease, a student or employee exposed to COVID-19 may not return to school less than 14 days after the date of last close contact with an individual with a confirmed or suspected case of COVID-19, or in the event of close contact with a suspected case, the date on which the individual receives an alternative diagnosis (i.e., a diagnosis other than COVID-19).
- **Symptoms of COVID-19:** In addition to the general requirements for symptoms of communicable disease, students or employees who display or report having at least two of the following current symptoms of COVID-19: fever (measure or subjective), chills, rigors (shivers), myalgia (muscle aches), headache, sore throat, nausea or vomiting, diarrhea, fatigue, congestion or runny nose; OR at least one of the following symptoms: cough, shortness of breath, difficulty breathing, new olfactory disorder, new taste disorder will be required to stay home from school and seek guidance from their medical provider. Students or employees who have not been present in a Moderate Risk or High Risk area and have no potential exposure to COVID-19 may return to school 24 hours after resolution of fever without the use of fever reducing medication and improvement of symptoms, except that where symptoms are consistent with other communicable diseases, or the student has an alternative diagnosis, students and employees must follow the requirements for those illnesses,

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<sup>4</sup> As used throughout this policy, the terms "exposed" or "exposure" refer the New Jersey Department of Health's dis COVID-19, for a period of at least 10 consecutive minutes. Students and employees without known exposure but who have traveled out-of-state must consult the Travel Policy.

as set forth in existing guidance from the New Jersey Department of Health.<sup>5</sup> Students or employees who test negative for COVID-19 following exclusion for the above listed symptoms may return to school 24 hours after resolution of fever without fever reducing medication and improvement of other symptoms, irrespective of whether they have been present in a Moderate Risk or High Risk area.

- **Symptoms of COVID-19 and Exposure to COVID-19:** In addition to the general requirements relating to communicable disease, students or employees with symptoms of COVID-19 who also report having been exposed to COVID-19 may not report to school until **the later of** 14 days from exposure, or the resolution of fever without the use of fever-reducing medication for 24 hours, and improvement of symptoms. The student or employee should isolate, and the school may notify local health officials, who may reach out to the student or employee to gather information necessary for contact tracing.
- **Symptoms of COVID-19 and Recent Presence in a Moderate-Risk or High Risk<sup>6</sup>:** In addition to the general requirements relating to communicable disease, a student or employee with symptoms of COVID-19 who lives in or reports having traveled to an area (including where the school is located) that is recognized by the state or local health department as a Moderate Risk or High Risk area may not return to school until 10 days after the onset of symptoms, and 24 hours after the resolution of fever without the use of fever-reducing medication and improvement of other symptoms. If the student or employee tests negative for COVID-19, he or she may return to school 24 hours after the resolution of fever without the use of fever-reducing medication and improvement of other symptoms.

### **Enforcement**

Any attempt to provide false information or otherwise interfere with the enforcement of this policy may result in discipline, up to and including termination of employment.

### **Reporting and Non-Retaliation**

If any employee witnesses or becomes aware of any other employee's or other individual's violation or failure to enforce this policy, the employee must report them to his/her direct supervisor or human resources representative immediately. Employees who fail to report violations of this policy may be subject to discipline, up to and including termination of employment.

The school prohibits any form of discipline, reprisal, intimidation, or retaliation for reporting a violation of this policy or any other health and safety concern. Employees also have the right to report work-

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<sup>5</sup> See September 2018 School Exclusion List, located at [https://www.nj.gov/health/cd/documents/topics/outbreaks/School%20Exclusion%20List\\_9.2018.pdf](https://www.nj.gov/health/cd/documents/topics/outbreaks/School%20Exclusion%20List_9.2018.pdf)

<sup>6</sup> In its August 13, 2020 guidance, the New Jersey Department of Health stated that it will be providing information, on an ongoing basis, regarding COVID-19 transmission at the regional level, characterizing risk as low (green), moderate (yellow), high (orange), and very high (red). This information will be posted online every week on the NJDOH CDS COVID-19 website at <https://www.state.nj.us/health/cd/topics/ncov.shtml>. Other steps the school may take to identify areas of low, high, and moderate risk should include consulting New Jersey's travel advisory list at [covid19.nj.gov](https://www.covid19.nj.gov), and contacting the local health department.

related injuries and illnesses, and the school will not discharge, discriminate, or otherwise retaliate against employees for reporting work-related injuries or illnesses.

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