

UNDERWOOD



Symptoms of COVID-19

- ✓ Feeling feverish or a measured temperature greater than or equal to 100.0 degrees Fahrenheit
- ✓ Loss of taste or smell
- ✓ Cough
- ✓ Difficulty breathing
- ✓ Shortness of breath
- ✓ Fatigue
- ✓ Headache
- ✓ Chills
- ✓ Sore throat
- ✓ Congestion or runny nose
- ✓ Shaking or exaggerated shivering
- ✓ Significant muscle pain or ache
- ✓ Diarrhea
- ✓ Nausea or vomiting



Employee with Recent Travel

Restrictions based generally on employee travel are difficult. Districts should encourage communication from employees that have traveled significantly (including domestic and international travel) and make decisions regarding protocols on an individual basis.

RETURN TO WORK PROTOCOL FOR EMPLOYEES

EMPLOYEES WITH LABORATORY-CONFIRMED DIAGNOSIS OF COVID-19

or

EMPLOYEES EXPERIENCING COVID-19 SYMPTOMS*

The individual may return to work when the employee has satisfied the following criteria:

- At least one day (24 hours) has passed since recovery (resolution of fever without the use of fever-reducing medications);
- The individual has improvement in symptoms (e.g., cough, shortness of breath); and
- At least 10 days have passed since symptoms first appeared.

***Employees with symptoms should seek medical care.**

Alternatively, the individual can either (a) obtain a medical professional's note clearing the individual for return based on an alternative diagnosis or (b) obtain an acute infection test at an approved testing location (<https://tdem.texas.gov/covid-19/>) that comes back negative for COVID-19.

EMPLOYEES WITH CLOSE CONTACT TO COVID-19

The employee will self-quarantine for 14 days from the last day of exposure. The individual may return to work when the employee has satisfied the following criteria:

- If the individual remains non-symptomatic, the individual may return at the end of the 14-day quarantine;
- If the individual develops symptoms, the individual should follow the protocol described above for Employees Experiencing COVID-19 Symptoms.

The definition of "close contact" is evolving with our understanding of COVID-19, and individual scenarios should be determined by an appropriate public health agency.

In general, "close contact" defined as:

(a) being directly exposed to infectious secretions (e.g., being coughed on); or (b) being within 6 feet for a cumulative duration of 15 minutes; however, additional factors like case/contact masking (i.e., both the infectious individual and the potential close contact have been consistently and properly masked), ventilation, presence of dividers, and case symptomology may affect this determination;

Either (a) or (b) defines close contact if it occurred during the infectious period of the case, defined as 2 days prior to symptom onset to 10 days after symptom onset.

In the case of asymptomatic individuals who are lab-confirmed with COVID-19, the infectious period is defined as 2 days prior to the confirming lab test and continuing for 10 days following the confirming lab test.

These protocols were prepared by the Underwood Law Firm for its clients. This document is intended to be used for general information only and is not to be considered legal advice. For legal advice regarding your particular situation, please consult an attorney.