

Monadnock Regional School District COVID-19 Leave Policy – Revision Approved 1/18/2022

This COVID-19 Leave Policy (“Policy”) is implemented by the Monadnock Regional School District (“District”) to provide employees who are directly affected by COVID-19 with up to 10 paid leave days (“COVID Leave”). The District reserves its right to review, modify, reissue, and/or rescind this Policy at any time upon notification to employees. If this Policy is not rescinded, it will expire at the conclusion of the 2021-2022 school year.

DEFINITIONS

COVID-19: A respiratory illness that can cause mild or severe respiratory illness. Symptoms may include:

- Cough
- Shortness of breath
- Difficulty breathing
- Fever (100.4 degrees or higher)
- Chills
- Headache
- Sore throat
- Muscle pain

Household contact: Any individual who lives and sleeps in the same indoor shared space as another person diagnosed with COVID-19 (either a temporary or permanent living arrangement), leading to close contact and potential repeated exposure to the person with COVID-19. This includes situations where there may be temporary but prolonged exposure such as sleep-over events, shared camp cabins, vacation rentals, etc.

Quarantine: The separation of a household contact of a person diagnosed with COVID-19 to prevent the possible spread of the communicable disease. Current NH DHHS guidance provides that household contacts who are either unvaccinated or not “up to date” on receiving all recommended COVID-19 vaccine doses must stay home and away from others for 5 days after the last exposure.

Self-Observation: The self-monitoring of a person for symptoms of COVID-19 after potential exposure.

Isolation: The separation of a person who has been infected with COVID-19 from those who are not infected to prevent the spread of the communicable disease. Current NH DHHS guidance states that persons who test positive for COVID-19 and have symptoms must isolate for at least 5 days since symptoms first started and at least 24-hours since they have had a fever (without fever-reducing medication). Persons who test positive but who do not experience symptoms must isolate for 5 days after the positive COVID-19 test.

Fully vaccinated: A person is fully vaccinated (“up-to-date”) when they have completed a primary COVID-19 vaccine series (the single-dose J&J Janssen vaccine, or a 2-dose series of the Pfizer-BioNTech or Moderna vaccine) AND any booster shots which they are eligible for and recommended to receive.

COVID LEAVE

Any employee who meets the eligibility and procedural requirements outlined herein will be granted up to 10 days of COVID Leave. Employees who are granted COVID Leave must utilize it during the 2021-2022 school year (8/18/2021 to 6/30/2022), or it will be lost. COVID Leave that is authorized but not utilized will not be paid out upon separation from or termination of employment.

ELIGIBILITY

Employees are eligible for COVID Leave if they:

1. Test positive for COVID-19 and are required to isolate;
2. Have a child, spouse, or another family member in their home who must isolate due to testing positive for COVID-19 for whom they must provide care; or
3. Are unvaccinated for a documented medical or religious reason and are required to quarantine.

Employees are not eligible for COVID Leave (and must use accrued leave) if they:

1. Are sick and do not present a COVID-19 test;
2. Are sick and test negative for COVID-19;
3. Are unvaccinated not for a documented medical or religious reason and are required to quarantine;
4. Have a child, spouse, or another family member who is sick but does not test OR tests negative for COVID-19;
or
5. Are unvaccinated for any reason and must quarantine as a result of international or cruise ship travel

*Employees are not required to quarantine if they have a close contact/direct exposure to someone with COVID-19 (NH DHHS guidance states that quarantine is only recommended for exposure from household contact). However, if state or local health guidance advises that persons should quarantine upon close contact/direct exposure, then employees who must quarantine will also be eligible for COVID Leave.

PROCEDURE AND PROOF OF ELIGIBILITY

Employees must request COVID Leave in writing or by email to Sharon Boucher: sboucher@mrsd.org, (603) 352-6955 extension 6965. No COVID Leave will be granted without proof of a positive COVID-19 test or relevant documentation. The District will accept a photo image of a positive COVID-19 test (at-home rapid test or laboratory test). * If any employee is exposed to COVID-19 at work, proof of vaccination is required to avoid quarantine.

*Any employee who experiences COVID-19 symptoms is required to take a test (any approved test, home test, antigen, or PCR) before returning to work.

NO REMOTE WORK

The District believes strongly that physical presence at work is an essential function of the job and is a necessity for a functioning and successful school system. Unless an employee is subject to isolation or quarantine and is eligible for COVID Leave under this policy, any conferences or meetings that take place electronically must be attended from the worksite.