



## **Employees / Faculty and Staff - To go into Effect September 15, 2021**

9.4.1 is the State Communicable Disease Policy that covers only employees and not their children/dependent adults.

“9.4.1 Contagious Disease When a director of a county health department, in order to control the spread of contagious disease or to protect the health of an employee, orders an employee to leave his or her work environment, the local superintendent shall: (a) Reassign the employee to a safe work environment under conditions agreed to by the director of the county health department, or (b) Place the employee on leave with pay for the period of time set by the medical director. Leave shall not be charged to the employee’s sick leave or other available paid leave. A substitute employed for this reason shall be paid from the same source of funds as the employee (local, federal, or state).”

- Verified Professional Covid Positive Test Result provided by employee - State Leave 9.4.1 is made available and can be used.
- Symptoms / Illness - regular sick leave will be used as the employee is sick and symptomatic. With a Verified Professional Covid Positive Test Result, the sick leave will be changed to State Leave 9.4.1 from the date of the onset of symptoms.
  - May return per NC StrongSchools Guidelines with Negative Professional Covid Test result (documentation provided by the employee) (home tests are not an option)
  - May return per NC StrongSchools Guidelines with an alternate diagnosis by a medical doctor (documentation provided by the employee).
- Exposure - is not an issue and does not require quarantine if vaccinated, or if there is a positive Covid test within 3 months of exposure date, or if in situations when all are fully/universally masking.
- Exposure - if not covered in the bulleted item above, regular sick leave will be used unless specifically written out and required to quarantine per order and written verification from the County Health Director (per state policy above - 9.4.1). With this information, leave changed to State Leave 9.4.1.
  - If the exposure becomes Covid (with Verified Professional Covid Positive Test Result) change from regular sick leave to State Leave 9.4.1 as of day one of exposure and required quarantine.
  - If well and able, classroom based instructional personnel may be provided the opportunity to telework in order to continue instruction for students.
- Isolation due to child/dependent adult exposure.
  - If directed by a medical doctor in accordance with orders by the County Health Director to quarantine **with** child/family, you may qualify for 9.4.1 with documentation from the medical doctor referencing orders by the County Health Director (or the documentation can come directly from the health department/county health director).
  - If your child/dependent adult is exposed, symptomatic, or COVID positive the employee is **not** covered by 9.4.1, as a caretaker. Eligible leave must be used.

**In any and all cases of use of State Leave 9.4.1, leave will be capped at 80 hours**