



Return to Duty Protocol during COVID-19 for all CFISD Employees and Substitutes

APPENDIX

Rationale:

Out of an abundance of caution and to protect the CFISD community, a CFISD employee or substitute with symptoms related to COVID-19 listed below will not be allowed to return to duty until he/she is able to meet the criteria outlined in this protocol.

Possible Symptoms of COVID-19:

- Feeling feverish or a measured temperature greater than or equal to 100.0° F
- 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
- Known close contact with a person who has tested positive for COVID-19 within the last 14 days



Return to Work:

- **Employees or substitutes with symptoms listed above may not return to work until:**
 - In the case of an employee or substitute who was diagnosed with COVID-19, the individual may return to work when all three of the following criteria are met:
 - at least 24 hours have passed since recovery (resolution of fever without the use of fever-reducing medications); and
 - the individual has improvement in symptoms; and
 - at least ten (10) days have passed since symptoms first appeared; or
 - In the case of an employee or substitute who has symptoms that could be COVID-19 and does not get evaluated by a medical professional or tested for COVID-19, the individual is assumed to have COVID-19, and the individual may not return to work until the individual has completed the same three-step criteria listed above; or
 - If the employee or substitute has symptoms that could be COVID-19 and wants to return to work before completing the above self-isolation period, the individual must have improvement of symptoms, be fever-free for 24 hours without the use of fever-reducing medications and must obtain a) a medical professional's note clearing the individual for return based on an alternative diagnosis or b) one negative COVID-19 test.
 - An employee or substitute with known close contact to a person who has tested positive for COVID-19 may not return to work until the end of the 14-day self-quarantine period from the last date of exposure (with an exception granted for healthcare workers and critical infrastructure workers).
- **Asymptomatic individuals who are not healthcare personnel with confirmed COVID-19 can return to work/school after:**
 - At least 10 days have passed since the positive laboratory test and the individual remains asymptomatic.
 - Asymptomatic individuals who test positive and later develop symptoms should follow the guidance for symptomatic persons above.