



# 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.

### Symptoms:

Before entering a CFISD facility, each employee must self-screen for the following:

1. Are you experiencing any of the following in a way that is not normal to you?
  - Feeling feverish or a measured temperature greater than or equal to 100.0° F
  - Cough
  - Shortness of breath or difficulty breathing
  - Chills
  - Shaking or exaggerated shivering
  - Significant muscle pain or ache
  - Headache
  - Sore throat
  - Loss of taste or smell
  - Diarrhea
2. Have you had known close contact with a person who is lab-confirmed with COVID-19 within the last 14 days?

If you answer “yes” to any of the above, do not report to work. Contact your supervisor and the CFISD Health Services Department at 281-517-6339 or [healthservices@cfisd.net](mailto:healthservices@cfisd.net).



## 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 (e.g., cough, shortness of breath); 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 obtain a medical professional's note clearing the individual for return based on an alternative diagnosis.
  - An employee or substitute with known close contact to a person who is lab-confirmed to have COVID-19 or experiences any of the symptoms of 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.