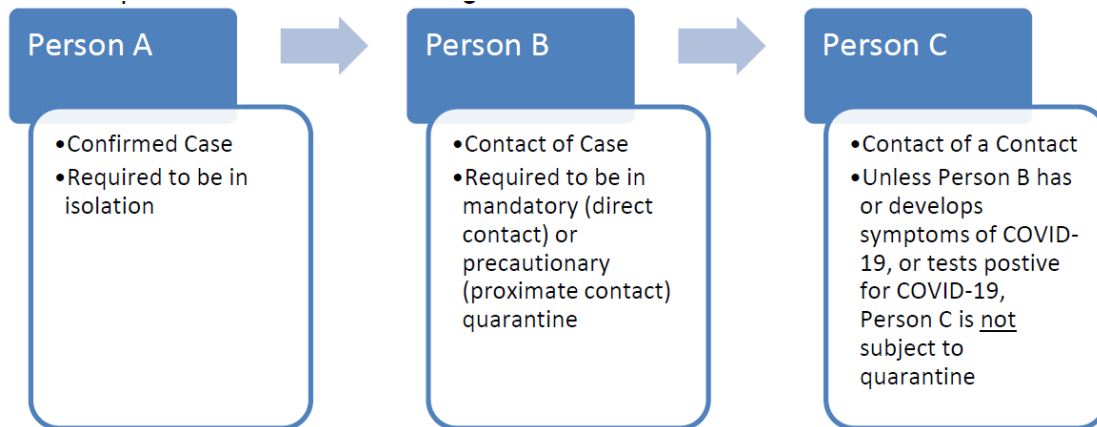




## Averill Park Central School District Employee COVID FAQ



### What is an A, B or C\* contact?



\*Please note that the District has made the decision that a C contact should not report to work until the B contact has received a negative test result and continues to be asymptomatic.

### Are employees entitled to paid leave if they are out of work for a COVID related reason?

As you may be aware, the Federal government's Families First Coronavirus Response Act (FFCRA) has expired effective 12/31/2020. Because of this, the District is no longer able to offer up to 10 days of "COVID time" for COVID related reasons.

The New York State Emergency COVID-19 Paid Sick Leave Law does allow employees who are under an official state or local quarantine order up to 14 days of paid leave. This applies to any employee who may become positive (A contact) or an employee who has had an exposure (B contact). We will require these employees to submit a copy of the order to access this paid time. As an alternative, employees who are willing and able to work remotely will be able to while under these quarantines.

In order to curb the possible spread of COVID, the District does require any employee who is a C contact to stay home from work. We recognize that this is a District requirement and, therefore, employees who fall in this category can work remotely, if possible. **Employees who cannot perform their duties remotely will not be charged for these absences.** In order to return to work, we require that the employee submit the asymptomatic B contact's negative COVID test results or the quarantine release.

Employees who are symptomatic and awaiting test results still need to complete the health screening survey and submit either a negative COVID test or a doctor's note with an alternative diagnosis. These employees will be required to charge sick time or take unpaid time for this purpose. If the test comes back positive, the NYS Paid Leave provisions above would apply going forward and would be granted retroactively as well.

**Are employees required to quarantine if they have symptoms after receiving a COVID vaccine?**

We understand that many employees will be voluntarily receiving the COVID vaccine over the next several months. For some people, these vaccines can cause COVID symptoms for 1-2 days after the vaccination. If employees experience symptoms immediately after being vaccinated they should not report to work and charge sick time. In order to return to work, the employee will need to provide a negative test result OR proof of their vaccination. If the symptoms persist past 2 days, the employee will need to submit a negative COVID test OR a medical note with an alternative diagnosis to return to work.



### **What are the guidelines for employees who choose to eat lunch together in the same space?**

For those who choose to eat in the same space as others or who see this as the best of the limited options, please see the below guidelines that are effective immediately.

- 12-15 feet distance between individuals on all sides
- window(s) open to increase airflow and ventilation
- masks on when not actually eating
- a maximum of 15 minutes (of your 30 minute lunch break) in the room where people are eating
- chairs facing away from each other

### **What are the requirements for keeping windows open in classrooms?**

Please refer to this link for CDC Considerations for operating schools during COVID-19:

<https://www.cdc.gov/coronavirus/2019-ncov/community/schools-childcare/schools.html>

### **What is the minimum temperature required in classrooms?**

#### **Minimum Temperature in Schools:**

The "Property Maintenance Code of New York State", section 602.4 for "Occupiable work spaces", requires that "indoor occupiable work spaces be supplied with heat during the period from September 15th to May 31st to maintain a temperature of not less than 65°F (18°C) during the period the spaces are occupied." The only exceptions are for processing spaces (coolers or freezers) and vigorous physical activities areas (Gymnasiums).

### **What are the requirements to return to work if employees choose to travel out of state?**

On Saturday, October 31, 2020, Governor Cuomo revised the State's position on out-of-state travel and quarantine. See [Governor Cuomo's Travel Advisory](#).

New requirements regarding the travel ban will go into effect on November 4, 2020 as follows:

For any travel to New York State from out of state, exempting the contiguous states (**Vermont, Massachusetts, Connecticut, New Jersey and Pennsylvania**) the new guidelines for travelers to **exercise an optional test-out** of the **mandatory** 14-day quarantine are below:

- For travelers (including NYS residents) who were in another state for **more than 24** hours:
  - Travelers must obtain **a first COVID test and negative result** within three days of departure from that state, **before returning to NYS**.
  - The traveler must, upon arrival in New York, quarantine for a **minimum of** three days.

- On day 4 of their quarantine, the traveler must obtain a **second** COVID test. If both tests come back negative, the traveler may exit quarantine early upon receipt of the second negative diagnostic test.
- For travelers (including NYS residents) who were in another state for **less than 24** hours:
  - No quarantine upon return is required, however, the traveler **MUST** obtain a COVID19 diagnostic test on the 4<sup>th</sup> day after arrival in NYS **per the Governor's Executive Order**.

Local health departments will validate tests, if necessary, and if a test comes back positive, will issue isolation orders and initiate contact tracing.

Travel out of New York State remains highly discouraged. However, if you do travel out of state, please heed the following parameters:

- Employees who travel outside of New York State should disclose this information and will not be permitted to return to work until they comply with all **mandatory quarantine or optional testing requirements** as outlined above. This is in accordance with Governor Cuomo's October 31, 2020 COVID-19 Travel Advisory. This includes travel by plane or by ground transportation. This does not include travel to a contiguous state.
- As a general rule, employees will not be allowed to work remotely during their quarantine if the quarantine was due to travel. Any exceptions to this rule need to be approved by the Human Resource Department.
- Employees may have to use their own time or take the period of quarantine as unpaid.