

Adopted:

## **460 STAFF PAY DURING COVID19 ABSENCE**

### **I. PURPOSE**

The purpose of this policy is to ease the financial burden Crosslake Community Schools' (CCS) staff incurs as a result of required isolation or quarantine due to contracting COVID19 or residing with a COVID19 positive person.

### **II. GENERAL STATEMENT OF POLICY**

- A. CCS recognizes that our staff are our greatest assets.
- B. Per the Minnesota Department of Health (MDH), isolation of COVID19 positive persons is necessary to reduce the transmission of COVID19.
- C. Staff who test positive for COVID19 must isolate per current MDH guidelines.
- D. Staff who reside with a COVID19 positive person or have had close contact with a COVID19 positive person must quarantine per current MDH guidelines.
- E. CCS acknowledges that required isolation and quarantine can cause financial hardship for our staff.
- F. CCS staff will be paid the equivalent of up to 10 of their regularly scheduled days per their employment agreement.

### **III. DEFINITIONS**

- A. "Close contact" means someone who was within six feet of a COVID19 infected person for a cumulative total of 15 minutes or more over a 24-hour period.
- B. "Isolation" means when a person who tests positive for COVID19 stays at home and away from others.
- C. "Quarantine" means when a person who is a close contact of someone with COVID19 stays at home and away from others.

### **IV. PROCEDURES**

- A. To qualify for COVID19 pay, CCS staff must submit proof of their COVID19 positive status or proof of their household member's COVID19 positive status to the CCS Coordinator of Nursing & Health Services.
- B. The CCS Coordinator of Nursing & Health Services will advise staff of the length of their isolation or quarantine per current MDH guidelines.

### **V. EXPIRATION OF POLICY**

Policy 460 will expire at the conclusion of the 2021-2022 school year.