

DRAFT: JC Schools Essential Workers Procedures for Consideration

The Jefferson City School District is experiencing a staffing shortage in multiple buildings due to employees being identified as close contacts and the requirement to quarantine for 14 calendar days.

During the month of September, JC Schools was involved with tracking 380 quarantined individuals (staff and students, including those quarantined due to exposure outside of the school environment). Of those 380 individuals, 110 were positive cases and 270 were close contacts. Of the 270 close contacts, only six later tested positive, which is a rate of two percent.

The Cole County Health Department has outlined requirements for school districts to allow staff members to be deemed Critical Essential Employees. These requirements, outlined below, are a supplement to the [Missouri School Board Association Essential Employees Resolution](#) and to CDC guidance on "[Implementing Safety Practices for Critical Infrastructure Workers Who May Have Had Exposure to a Person with Suspected or Confirmed COVID-19](#)." The data provided by the Cole County Health Department indicates that approximately five percent of the close contacts within the county later become positive, and it indicates that those who do become positive generally begin exhibiting symptoms within 3-8 days after exposure to a positive case.

Beginning Tuesday, October 13th, JC Schools will allow approved employees who have been identified as close contacts to return to work on Day #8 of their quarantine as essential workers (prior to completing their 14-day quarantine).

This option will only be available to staff members who are quarantined as close contacts of a positive case. Quarantined staff members will have the option to utilize the provisions of this resolution at their own discretion. Each case will be reviewed by the district Director of Health Services, employee supervisor, and district administration, including Human Resources. A return to work will also have to be approved by the health department in the employee's county of residence. The quarantined staff member will remain in quarantine for a minimum of 7 days before being eligible for this option.

Staff members will:

- ***Receive a negative COVID-19 test on Day #7 when rapid tests are available.***
- Wear a surgical mask at all times when in the presence of others, regardless of distance, including fellow staff members and students.
- Remain six feet away from all students and staff, at a minimum.
- Have their temperature checked upon arrival to school daily by the school nurse and monitored throughout the day.
- Notify their immediate supervisor and go home immediately if during the course of the day symptoms arise or a fever is present (100.4 degrees or above).
- Stay home if showing any signs of illness, including a temperature.
- Not attend non-essential activities including, but not limited to, athletic events, tutoring, and other non-contractual functions.
- Limit travel to the essential destinations only (such as school or the pharmacy).
- Sign a written acknowledgement of and agreement to the above requirements.

The staff requirements listed above will remain in place through the entirety of a staff member's defined quarantine period as outlined by the Director of Health Services.

This option is not available to staff members who are in isolation due to a confirmed positive.