

COVID-19 Policies for Church Staff

Church staff vaccination mandate

1. All church staff are required to be vaccinated for COVID-19.
2. Exemptions from the vaccine mandate are permitted for medical or disability reasons. We will need a letter from a medical official certifying exemption. Accommodations/alternatives to vaccination for those who qualify for exemption will be worked out on a case-by-case basis.

Policies for staff who develop symptoms consistent with COVID-19, staff diagnosed with COVID-19, and staff who have had close contact with someone with COVID-19

1. Anyone with **symptoms consistent with COVID-19** (see symptoms list below**), *regardless of vaccination status*, will not work at church (they may continue to work remotely if appropriate, i.e., if they are well enough to work and their job can be done remotely).
2. The church will provide paid sick leave to both full-time and hourly workers who develop COVID-19 symptoms (with a subsequent confirmed diagnosis), up to a maximum of 12 calendar days.
3. In order to return to work, workers will need to verify that their symptoms have resolved (including no fever for 24 hrs) *and* they will need to show a negative result on a COVID test *or* wait until *at least* 10 days have passed since symptom onset. Note: in order to receive PTO they will have to have tested positive for COVID-19.
4. The following types of test results are acceptable:
 - a. Free rapid antigen testing - available at multiple providers, including many pharmacies. Documentation of results, which are available in ~30 min, are required.
 - b. Home tests are accepted, but these are at the workers' expense (which currently runs ~ \$20 for a pack of 2 tests). Since no official documentation of results is provided, the employee needs to provide a photo of the results.
5. **For staff who are diagnosed with COVID-19 but remain asymptomatic**, they will isolate for 10 days from diagnosis. Hourly workers can work remotely and continue to get paid. If unable to work remotely, they will be paid for the number of regularly-scheduled work days in the next 10 calendar days.
 - 5a. If those workers develop symptoms at any point, they will isolate until the following conditions are met.

- o 10 days from symptom onset (which would qualify them for PTO for the number of regularly-scheduled work days during that 10-day period)
 - o **And** 24 hrs with no fever without the use of fever-reducing medications
 - o **And** other symptoms are improving (except loss of taste and smell, which can persist)
6. **For staff who have close contact with a person with COVID-19** *they should notify their supervisor immediately that they have had close contact with someone diagnosed with COVID-19.* [Close contact is defined as within 6 feet of someone diagnosed with COVID for a total of at least 15 minutes over a 24-hour period, regardless of other precautions taken, such as masking or indoor/outdoor exposure.]
7. As long as they are vaccinated and asymptomatic, staff exposed to someone with COVID-19 are not required to quarantine. If symptoms develop, they should get tested and isolate immediately. Staff will be required to get a PCR/NAAT COVID test 5-7 days after exposure - a rapid antigen test is not acceptable in this situation. If testing is negative, employees should still continue to wear a mask for 14 days after the exposure. If the worker tests positive at any point, then guidelines for those diagnosed with COVID-19 [above] would apply.

**** Symptoms of COVID 19** are wide-ranging and may be very mild in those who are vaccinated. Below is the CDC list, but judgment may be required in deciding whether to include all of these. The safest thing to do when symptoms appear is to test.

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| ● Fever or chills | ● Congestion or runny nose |
| ● Cough | ● New loss of taste or smell |
| ● Shortness of breath or difficulty breathing | ● Sore throat |
| ● Nausea or vomiting | ● Headache |
| ● Diarrhea | ● Muscle or body aches |
| ● Fatigue | |

Prepared by the Personnel Committee with consultation from the COVID Task Force
 Adopted by the Policy Board 12/14/2021
 Added to the Personnel Policy Manual Sections 2.8 and 2.9.