

Support Services

Section: EBC-T

EMPLOYEE RETURN TO WORK AFTER TRAVEL COVID 19

This policy has been enacted to protect the health and welfare of all staff and students in the Hudson Public Schools and to minimize the spread of COVID-19, in accordance with current Massachusetts quarantine orders. For this reason, the District has adopted certain protocols regarding an employee's return to work after they have traveled for personal reasons.

Prior to personal travel, the District strongly encourages staff to consult the Centers for Disease Control and Prevention list of countries or places with the Level 2 or 3 Alert.

If, on or after August 31, 2020, an employee is planning to travel for personal reasons to areas that are designated non-lower risk states as determined by the Department of Public Health, that employee must quarantine for 14 days prior to their return to work in order to monitor for COVID-19 symptoms.

In the alternative to a quarantine, if the employee has received a negative test result for COVID-19 from a test performed on a sample obtained not longer than 72 hours before the employee's arrival in Massachusetts and can produce proof of the negative test result, the employee may return to work immediately. Tests that are acceptable to satisfy the 72-hour test rule are limited to the following:

- A negative result from an FDA EUA-approved molecular (PCR) SARS-CoV2 test on a sample obtained 72 hours or less prior to arrival in Massachusetts.
- A negative result from an antigen test must be confirmed by a negative result from an FDA EUA-approved molecular (PCR) SARS-CoV2 test on a sample obtained 72 hours or less prior to arrival in Massachusetts.

Employees will not be subject to the mandatory quarantine or testing if the employee lives outside Massachusetts and must regularly commute to the District, provided that this exception shall only apply to travel between the employee's residence and the District.

If, in the discretion of the District, the employee is able to telework during the 14-day quarantine period, they must make arrangements with their supervisor prior to leaving to ensure that they are set up to telework upon their return. If the employee cannot telework, the employee may utilize leave under the Families First Coronavirus Response Act or other appropriate leave.

Prior to returning to work after the 14-day quarantine, the employee may also be asked to provide a letter or certification indicating that they have been cleared to return to work.

Simultaneous with any personal leave, bereavement leave or vacation request, all employees must provide to their supervisor information on where they are traveling and the dates of travel. This is to determine whether an employee's personal travel plans will ultimately require a 14-day quarantine upon the employee's return to work in the District.



Any employee's leave request may be denied if, due to staffing levels, the District is unable to accommodate the employee's leave request coupled with the 14-day quarantine period.

Employees absent beyond the 14-day quarantine period must comply with existing rules and policies governing attendance, leaves of absence, and use of benefit time.

This policy will remain in effect until further notice and is subject to change.

Adopted by the Hudson School Committee: September 1, 2020