

**14-Day Quarantine for Employees
Upon Return From Travel****1651 14-DAY QUARANTINE FOR EMPLOYEES
UPON RETURN FROM TRAVEL**

Due to the coronavirus disease 2019 (“COVID-19”) pandemic, the State of New Jersey issued an incoming travel advisory, effective June 25, 2020, which recommends that all individuals, including New Jersey residents, entering New Jersey from states with a significant spread of COVID-19 should voluntarily self-quarantine for fourteen (14) days after leaving that state (the “Travel Advisory”). The Board of Education believes it is in the school community’s health, safety and welfare interests to follow the Travel Advisory to prevent the spread of COVID-19.

This policy applies to all Board employees returning to New Jersey on or after June 25, 2020 from a state with a positive COVID-19 test rate higher than 10 per 100,000 residents over a 7-day rolling average or a state with a 10% or higher positivity rate over a 7-day rolling average (“Travel Advisory State”).

As of July 31, 2020 there are 36 states on the Travel Advisory list that meet the criteria for quarantine. This [list \(https://covid19.nj.gov\)](https://covid19.nj.gov) is subject to change based on updated data and information on the New Jersey COVID-19 Information Hub.

1. Board employees who, as of June 25, 2020, have been or are in a Travel Advisory State must quarantine for fourteen (14) days after leaving that state. These employees will be required to work from home during the quarantine period. If the nature and duties of the employee’s job cannot be performed from home, the employee will be eligible for paid leave pursuant to the Families First Coronavirus Response Act (“FFCRA”), which grants two (2) weeks (up to 80 hours) of paid leave at the employee’s regular rate of pay (up to \$511 per day and \$5,110 in the aggregate). If a returning employee has already exhausted his/her FFCRA benefits, then the employee will be required to utilize his/her accrued leave time.
2. Board employees who, before June 25, 2020, made pre-paid arrangements, plans or reservations to travel to a Travel Advisory State and who subsequently travel to that state, must quarantine for fourteen (14) days after leaving that state, so long as the Travel Advisory is in effect. These employees will be required to work from home during the quarantine period. If the nature and duties of the employee’s job cannot be performed from home, the employee will be eligible for paid leave pursuant to the FFCRA, which grants two (2) weeks (up to 80 hours) of paid leave at the employee’s regular rate of pay (up to \$511 per day and \$5,110 in the aggregate). If a returning employee has already exhausted his/her FFCRA benefits, then the employee will be required to utilize his/her accrued leave time.

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3. Board employees who, **after June 25, 2020**, traveled or will travel to a Travel Advisory State, must quarantine for fourteen (14) days after leaving that state, so long as the Travel Advisory is in effect. These employees will be required to work from home during the quarantine period. If the nature and duties of the employee's job cannot be performed from home, the employee will be required to use accumulated sick, vacation or other leave time during the quarantine period. If the employee has no accumulated sick, vacation or other leave time, his/her leave will be unpaid.
4. Any employees planning to travel to states on the Travel Advisory list are required to provide the state of destination as well as travel dates to the Superintendent or Superintendent's designee.
5. Emergency responders (including, but not limited to, health care providers, fire department, police department, EMS and public works employees) are excluded from the Travel Advisory's quarantine requirement. Employees who are emergency responders returning from a Travel Advisory State must get tested for COVID-19 and may return to work if they receive negative test results and remain asymptomatic. Additional safety precautions will be taken as outlined by the U.S. Centers for Disease Control and Prevention (the "CDC").
6. The Board reserves the right to request any documentation and/or records to effectively administer this Policy and ensure that employees are complying with the State's Travel Advisory. The Board reserves the right to take any necessary actions to verify that Board employees who quarantine are following all CDC and New Jersey Department of Health recommendations and guidelines for effective quarantine.

The CDC recommends avoiding all non-essential international travel due to the global COVID-19 pandemic. Persons who travel internationally are recommended by the CDC to stay home, monitor their health, and practice social distancing for 14 days after they return from travel.

First Reading: August 3, 2020

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