



## 2021-2022 COVID-19 Employee Information Question and Answers

All BISD staff should self-screen for symptoms daily before arriving to work.

Employees should not attend work if they have a fever of 100.00 F or higher or onset of symptoms of illness. Staff may be subject to periodic temperature checks if they are feeling ill or suspected of having a fever while at work.

Lab-confirmed COVID-19 must be reported to campus/district administration. Brownwood ISD is required to report positive cases to Brownwood/Brown County Health Department and the Texas Education Agency.

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**Q: What if an employee is lab-confirmed positive for COVID-19?**

*A: Per the BISD 2021-2022 Return to School Plan. The employee must report the positive diagnosis to the BISD administration. Employees are expected to stay home when ill and notify their supervisor.*

*Unless otherwise directed by a medical professional, employees should isolate for ten days after the date of symptom onset or test date if asymptomatic as recommended by the Centers for Disease Control and Prevention Control (CDC).*

**Q: Do employees have to use personal leave if they are ill and self-isolate?**

*A: Yes. The Families First Coronavirus Act allowing expanded family and medical leave for reasons related to COVID-19 expired on December 31, 2020.*

*Therefore, employees should use accrued personal leave days in accordance with policy. Information on types of available leave can be found in Policy DEC (LOCAL) and the Employee Handbook.*



**Q: Do employees have to use personal leave if they choose to quarantine after extended exposure to an individual who has tested positive for COVID-19 or is experiencing COVID-19 Symptoms?**

*A: Yes. Employees who choose to isolate after extended exposure, or are experiencing symptoms, should use accrued personal leave days in accordance with policy. Information on available leave types can be found in Policy DEC (LOCAL) and the Employee Handbook.*

**Q: Can I come to work if I have COVID symptoms?**

*A: No. Employees are expected to stay home when ill and notify their supervisor. The employee should seek medical guidance from their health care professional; employees who become ill while at work can seek advice from a BISD campus nurse.*

The employee should consider isolating to prevent transmission to others.

**Q: Do employees have to use personal leave to care for a family member who is positive for COVID-19?**

*A: Yes. As previously stated, The Families First Coronavirus Act allowing expanded family and medical leave for reasons related to COVID-19 expired on December 31, 2020.*

*Therefore, employees should use accrued personal leave days in accordance with policy. Information on types of available leave can be found in Policy DEC (LOCAL) and the Employee Handbook.*

**Q: Can an employee come to work if they are experiencing symptoms from receiving the COVID-19 vaccine?**

*A: Some individuals report experiencing mild symptoms 24-48 hours after receiving the vaccine. If you have not had extended exposure with a known positive case in the previous 14 days. In that case, you may come to work with mild symptoms of low-grade fever (below 100.0F), fatigue, headache, chills, and or muscle or body aches, which is common during the first 48 hours. If symptoms persist for more than two days, the employee should isolate and consider testing.*

*Symptoms including cough, shortness of breath, runny nose, sore throat, or loss of taste or smell are NOT consistent with post-vaccination symptoms. Employees with these symptoms or fever above 100.0F should isolate and consider testing.*

**Q: Can an employee wear a mask or personal protective equipment while at work?**

*A: Yes. No employee is required to wear a mask or face covering, but all employees are allowed to wear a mask or face covering if they choose to do so. BISD expects all staff to respect the choice of others in regards to the wearing of masks or face coverings.*