

**Lawrence County School District**  
**Updated COVID-19 Leave Policy\***  
**Effective August 10, 2021**

**PURPOSE**

The purpose of this policy is to outline provisions covering leave for district contracted employees who have COVID-19 or have been exposed to COVID-19 and are required to quarantine. The goal of the policy is to keep school employees safe and healthy while ensuring that all essential state services remain operational.

**SCOPE**

This policy addresses an evolving response to COVID-19 leave issues and does not create a past practice or expectation of continuation of this policy outside of a response to COVID-19. This policy may be updated at any time.

**POLICY**

This policy only applies to school employees who contract COVID-19, are exposed to someone who has tested positive for COVID-19 or are exhibiting symptoms of COVID-19. All other school employees are required to maintain their normal work routine.

Close Contact to a Person with COVID-19

Employees who have had close contact with an individual that has tested positive for COVID-19 shall follow Arkansas Department of Health (ADH) and Centers for Disease Control (CDC) guidelines regarding quarantine and testing. If an employee has had close contact with an individual that has tested positive for COVID-19 and the employee has been advised to self-quarantine, then the employee (if asymptomatic) should contact the POC of the District. The employee shall receive authorized leave for up to 10 days.

Once the 10 days of authorized leave is exhausted, the employees must use their accrued leave. The employee shall not report to work until the quarantined time has lapsed. The length of quarantine is determined by the employee's District POC, healthcare provider, and/or ADH.

Employees Exhibiting Symptoms or Who Have Tested Positive for COVID-19

Employees who have tested positive for COVID-19 or are exhibiting symptoms of COVID-19 shall follow ADH and CDC guidelines regarding quarantine and testing. If an employee has tested positive for COVID-19 or is exhibiting symptoms of COVID-19 and the employee has been advised to self-quarantine, then the employee (if asymptomatic) should contact the District POC. The employee shall receive authorized leave for up to 10 days. Once the 10 days of authorized leave is exhausted, then employees must use their accrued leave. The employee shall not report to work until the quarantined time has lapsed. The length of quarantine is determined by the District POC, healthcare provider and/or the ADH.

\*Due to the evolving nature of the response to COVID-19 and its variants, a Governor's directive, order, amendment, or mandate supersedes any conflicting provisions of this policy.