

COVID-19 Isolation Decision Matrix - Employee

Updated 3/09/2021

Has the employee had close contact* to a confirmed COVID-19 case?

YES*

NO

High Risk Exposure

Low Risk Exposure

Is the employee symptomatic?

Is the employee symptomatic?

YES

STOP

Have the employee isolate.

- If identified on campus, make sure employee is wearing a face mask and leaves campus immediately. All CFSD students living in the household must be picked up from school.
- Employee cannot come back on campus until they fulfill the Return-to-School Guidance.
- Consider reasonable accommodations for performing essential functions of the job while isolating.
- Identify students or staff with exposure to the symptomatic employee 48 hours prior to employee showing symptoms (follow Decision Matrix).
- Administrator will report to the PCHD if employee has positive COVID-19 test result.
- Symptomatic employee needs to consult medical provider and follow Return-To-School Guidance.

NO

STOP

Have the employee quarantine for 14 days.**

- If identified on campus, make sure employee is wearing a face mask and leaves campus immediately.
- Employee cannot come back on campus until they fulfill the Return-to-School Guidance.
- Begin quarantine 14 days** from last known close contact with the known COVID-19 case regardless of negative test results or illness where no testing was performed.
- Consider reasonable accommodations for performing essential functions of the job while quarantining.
- Should employee ask about testing, to obtain the most accurate COVID-19 testing results, PCHD recommends testing for COVID 4-6 days after exposure.
- If symptoms develop, see YES box.

YES

STOP

Have the employee isolate.

- If identified on campus, make sure employee is wearing a face mask and leaves campus immediately. All CFSD students living in the household must be picked up from school.
- Employee cannot come back on campus until they fulfill the Return-to-School Guidance.
- Consider reasonable accommodations for performing essential functions of the job while isolating.
- Recommend symptomatic employee consult medical provider.
- Follow Return-to-School Guidance.

NO

GO

Have the employee continue to come to school.

- Employee must wear a face mask while on campus.
- Employee will monitor for symptoms.
- If symptoms develop, see YES box.

Administrator Actions

Contact Information for the Pima County Health Department (Epidemiology): 520-724-7797 OR (Emergency Operations Center): 520-724-9350

*Pima County Contact Tracing will notify the confirmed case, student is now considered "Contact"

**See "release from quarantine" below for exemptions and shortened quarantine options.

Updated by CFSD: 2/11/2021

Release from Isolation

Was the employee tested for COVID-19?

A person who has symptoms needs to isolate. *If the employee is currently symptomatic and awaiting test results, they should stay home and away from others, then follow the guidance below, based on their results.

YES

What was the test result?

Positive

ISOLATE until ALL of the following are met:

- It has been at least 10 days* since symptoms appeared
- No fever for 24 hours**
- Other symptoms have improved

Negative

ISOLATE until ALL of the following are met:

- No fever for 24 hours**
- Other symptoms have improved

NO

ISOLATE until ALL of the following are met:

- It has been at least 10 days* since symptoms appeared
- No fever for 24 hours**
- Other symptoms have improved

**Without the use of medicines that reduce fevers

*A person who had severe/critical illness or is severely immunocompromised should:

If symptomatic, stay home away from others under isolation precautions until:

- At least **20 days** have passed since symptoms first appeared; AND
- At least 24 hours have passed since last fever without the use of medicine that reduces fevers; AND
- Other symptoms have improved.

If asymptomatic, stay home away from others or under isolation precautions until:

- At least **20 days** have passed since the first positive COVID-19 testing while asymptomatic. If symptoms develop, follow guidance for symptomatic and tested positive for COVID-19.

COVID-19 Return-to-School Guidance - Employee

Release from Quarantine

A person, who is not yet ill, who had known close contact with a confirmed COVID-19 case should quarantine for 14 days from their last exposure to the case regardless of negative test results or illness where no testing was performed. However, if they test positive for COVID-19, they should follow the relevant isolation guidance.

Is the exposed person:

- Fully vaccinated (i.e., at least two weeks following receipt of the second dose in a 2-dose series, or one dose of single- dose vaccine)?
- Asymptomatic since the most current COVID-19 exposure?

YES

The person is not required to quarantine.

NO

Does the exposed person:

- Not live in a congregate setting; AND
- Has no clinical evidence of COVID-19 that has been elicited by daily symptom monitoring during the entirety of quarantine up to the time at which quarantine is discontinued; AND
- Will be able to perform daily symptom monitoring continuing through quarantine Day 14; AND
- Will strictly adhere to all recommended non-pharmaceutical interventions (e.g., correct and consistent mask use, physical distancing) through quarantine Day 14?

YES

Quarantine can end after Day 10 without testing if:

- No symptoms have been reported during daily monitoring.

OR

Quarantine can end after Day 7 if:

- A negative PCR test result was received that was administered 48 hours before the time of planned shortened quarantine.
- AND
- No symptoms were observed during daily monitoring.
- *Quarantine cannot be discontinued earlier than after Day 7.*
**Specimen must be collected and tested no earlier than Day 5 (48 hours prior to Day 7).*

NO

Quarantine for 14 days

If symptoms develop, employee should immediately self-isolate and contact the health department or their healthcare provider to report this change in clinical status.

COVID-19 Isolation Decision Glossary

Based on Current CDC Guidance – Updated by CFSD on 03/22/2021

TERM	DEFINITION AND NOTES
Active Monitoring	Local public health authority establishes a minimum of daily communication with exposed persons to assess for the presence of fever or symptoms consistent with COVID-19. Monitoring could involve in-person temperature and symptom checks or remote contact (e.g., telephone or electronic-based communication). (CDC, 07/17/20)
Antibody Testing	Antibody testing should not be used as the sole basis for diagnosis of an active infection. It may be helpful to support a clinical assessment of persons who present late in their illnesses. Antibody testing may be helpful if a person is suspected to have a post infectious syndrome caused by COVID-19 for example, Multisystem Inflammatory Syndrome in Children; MIS-C). If someone has a positive antibody test, they likely had a COVID-19 infection. A negative antibody test means that a person has not had COVID-19 or not yet developed antibodies for COVID-19. (CDC, 9/10/2020).
Antigen Testing	Antigen testing is also known as a “rapid” test for COVID-19. This test is used to detect a current infection of viral antigens via nasal swab. Results are generally available in 15 minutes. (CDC 9/10/2020).
Close Contact	<p>Close Contact is defined as (CDC 10/21/2020):</p> <ul style="list-style-type: none"> • A person who has been within 6 feet of someone who has COVID-19 for a cumulative total of 15 minutes or more over a 24-hour period* starting from 2 days before illness onset (or, for asymptomatic patients, 2 days prior to specimen collection) until the time the patient is isolated. • A person that provides care at home to someone who is sick with COVID-19. • A person who had direct physical contact with someone with COVID-19 (hugged or kissed them). • Persons who share eating or drinking utensils. • A person who has COVID-19 coughed, sneezed, or somehow got respiratory droplets on another person. <p>* Individual exposures added together over a 24-hour period (e.g., three 5 minute exposures for a total of 15 minutes). Data are limited, making it difficult to precisely define “close contact”; however 15 cumulative minutes of exposure at a distance of 6 feet or less can be used as an operational definition for contact investigation. Factors to consider when defining close contact include proximity (closer distance likely increases exposure risk), whether the infected individual has symptoms (the period around onset of symptoms is associated with the highest level of viral shedding), if the infected person was likely to generate respiratory aerosols (e.g., was coughing, singing, shouting), and other environmental factors (crowding, adequacy of ventilation, whether exposure was indoors or outdoors). Because the general public has not received training on proper selection and use of respiratory PPE, such as N95, the determination of close contact should generally be made irrespective of whether the contact was wearing respiratory PPE. At this time, differential determination of close contact for those wearing fabric face coverings is not recommended.</p> <p>**All of the above definitions are defined as close contact regardless being masked.</p>

<p>Congregate Settings</p>	<p>Crowded public places where close contact with others may occur, such as shopping centers, movie theaters, educational institutions, workplaces, etc. (CDC, 07/22/20)</p> <p>NOTE: Includes conferences, church, parades, concerts, movie theaters, sporting events, shopping malls, and may include metro, train, buses, and other public spaces where you may be within 6 feet of another person.</p> <p>People who live in congregate settings consist of residents in: nursing homes, residential facilities, care for people with intellectual and developmental disabilities, psychiatric facilities, group homes, board and care homes, homeless shelters, and foster care or other settings. (PCHD, 12/9/2020 via email)</p> <p>Shared housing for COVID-19 guidance includes a broad range of settings, such as apartments, condominiums, student or faculty housing, national and state park staff housing, transitional housing, and domestic violence and abuse shelters. Special considerations exist for the prevention of COVID-19 in shared housing situations, and some of the following guidance might not apply to your specific shared housing situation. People living and working in this type of housing may have challenges with social distancing to prevent the spread of COVID-19. Shared housing residents often gather closely for social, leisure, and recreational activities, shared dining, and/or use of shared equipment, such as kitchen appliances, laundry facilities, stairwells and elevators. (CDC, 8/22/2020)</p>
<p>High Risk Exposure</p>	<p>Close contact with a person with COVID-19 in the community; OR direct interaction with person with COVID-19 without using proper PPE or not performing appropriate hand hygiene after these interactions; OR having contact with the infectious secretions from a person with COVID-19 or contaminated environment without using proper PPE or not performing appropriate hand hygiene. (CDC, 07/17/2020)</p>
<p>Isolation</p>	<p>The separation of persons who have a specific infectious illness from those who are healthy and the restriction of their movement to stop the spread of that illness. Allows for the focused delivery of specialized health care to people who are ill, and it protects healthy people from getting sick. Isolation for public health purposes may be voluntary or compelled by federal, state, or local public health order. (CDC, 07/20/20)</p> <p>NOTE: People in isolation may be cared for in their homes, in hospitals, or in designated healthcare facilities.</p>
<p>Low Risk Exposure</p>	<p>Contact with a person with COVID-19 having not met criteria for high-risk exposure (e.g., brief interactions with COVID-19 persons in the community). (CDC, 07/17/2020)</p>
<p>Personal Protective Equipment (PPE)</p>	<p>Facemasks, gloves, gowns, eye protection (goggles or disposable face shields that cover the front and sides of the face), and physical barriers (e.g., plexiglass). (CDC, 07/22/20; PCHD 07/23/20)</p>
<p>Public Health Orders</p>	<p>Legally enforceable directives issued under the authority of a relevant federal, state, or local entity that, when applied to a person or group, may place restrictions on the activities undertaken by that person or group, potentially including movement restrictions or a requirement for monitoring by a public health authority, for the purposes of protecting the public's health. Federal, state, or local public health orders may be issued to enforce isolation, quarantine, or conditional release. (CDC, 07/22/20)</p> <p>NOTE: The local public health department may issue a public health order to prevent people from leaving a local area, their home, or require monitoring to protect the public's health.</p>

Quarantine

Separation and restriction of movement of persons who, while not yet ill, have been exposed to an infectious agent and therefore may become infectious. (CDC, 07/20/20)

A person who had known close contact with a confirmed COVID-19 case should quarantine for 14 days from their last exposure to the case. However, individuals may be eligible for the acceptable options to shorten quarantine outlined below. Individuals may use the alternatives only if the following conditions are met (ADHS 12/04/2020):

- Individual does not live in a congregate setting; AND
- No clinical evidence of COVID-19 has been elicited by daily symptom monitoring during the entirety of quarantine up to the time at which quarantine is discontinued; AND
- Daily symptom monitoring continues through quarantine Day 14; AND
- Strict adherence to all recommended non-pharmaceutical interventions (e.g., correct and consistent mask use, physical distancing) continues through quarantine Day 14.

Additional requirements for a shortened quarantine (PCHD, 01/04/2021):

- No symptoms of COVID-19 have occurred during quarantine
- Continue to monitor for possible symptoms until Day 14 after the last close contact with COVID-19 case
- Continue to follow all mitigation recommendations to prevent the spread of the virus
 - Wear a face mask
 - Practice physical distancing of at least 6 feet
 - Wash your hands properly

The following options to shorten quarantine are acceptable alternatives if the conditions above are met:

- Quarantine can end after Day 10 (e.g., return to school on Day 11), without testing if no symptoms have been reported during daily monitoring.
- Quarantine can end after Day 7 (e.g., return to school on Day 8), with negative PCR testing results AND no symptoms are reported.
 - Test must be taken within 48 hours before the time of planned shorted quarantine.
 - For example, to be released from quarantine after Day 7 (for a return to school on Day 8), the individual must be tested on Day 5, and must quarantine on Days 6 and 7.
 - Quarantine cannot be discontinued earlier than after Day 7.

*If symptoms develop, they should immediately self-isolate and contact the health department or their healthcare provider to report this change in clinical status.

However, vaccinated persons with an exposure to someone with suspected or confirmed COVID-19 are not required to quarantine if they meet all of the following criteria (CDC, 03/08/2021):

- Are fully vaccinated (i.e., ≥ 2 weeks following receipt of the second dose in a 2-dose series or ≥ 2 weeks following receipt of one dose of a single-dose vaccine)

	<ul style="list-style-type: none"> • Are within 3 months following receipt of the last dose in the series • Have remained asymptomatic since the current COVID-19 exposure <p>Persons who do not meet all 3 of the above criteria should continue to follow current quarantine guidance after exposure to someone with suspected or confirmed COVID-19. Persons who meet both criteria who do not quarantine should still monitor for symptoms of COVID-19 for 14 days following an exposure. If they experience symptoms, they should isolate themselves from others, be clinically evaluated for COVID-19, including SARS-CoV-2 testing, if indicated, and inform their health care provider of their vaccination status at the time of presentation to care.</p> <p>NOTE:</p> <ul style="list-style-type: none"> • A quarantine may be instated in order to separate and restrict the movement of people who were exposed to a contagious disease to see if they become sick. • In addition to serving as medical functions, a quarantine also has “police power” functions, derived from the right of the state or the CDC (through its Division of Global Migration and Quarantine) to take action affecting individuals for the benefit of society.
Self-Observation	<p>Individuals stay alert for developing flu-like symptoms (e.g., fever, feeling feverish, cough, or difficulty breathing) during self-observation period. If symptoms develop during this time, check their temperature, self-isolate, limit contact with others, and seek medical advice by telephone or local public health department to determine if a medical evaluation is needed. (CDC, 05/11/2020)</p> <p>NOTE: You can do short errands, but limit interactions and keep distance from people.</p>
Self-Monitoring	<p>People should monitor themselves for fever by taking their temperatures twice daily and remain alert for respiratory and other symptoms that may be compatible with COVID-19. (CDC, 07/17/20)</p> <p>NOTE: Take temperature twice daily and record.</p> <ul style="list-style-type: none"> • Make note of any changes in how you feel (particularly if you start to have trouble breathing). • Keep your health care provider’s contact information handy. • If your condition worsens, ask your health care provider to call the local or state health department.
Severe/Critical Illness	<p>Illness due to COVID-19 that required any intensive care during a hospitalization. (AZDHS 7/27/2020)</p>
Severely Immunocompromised	<p>Means you have: (AZDHS, 07/27/2020)</p> <ul style="list-style-type: none"> • Been taking chemotherapy for cancer recently. • HIV and a CD4 Tc-cell count of <200. • An immunodeficiency disorder. • Been taking high dose steroids (like prednisone >20mg a day for 14 days) OR • Another condition that a healthcare provider has told you makes you severely immunocompromised.

Social or Physical Distancing

Means keeping a safe space between yourself and other people who are not from your household. To practice social or physical distancing, stay at least 6 feet (about 2 arms' length) from other people who are not from your household in both indoor and outdoor spaces. (CDC, 07/15/20)

NOTE:

- The CDC now recommends that, with universal masking, students should maintain a distance of at least 3 feet in classroom settings (CDC, 03/19/2021).
- The CDC continues to recommend at least 6 feet of distance:
 - Between adults in the school building and between adults and students.
 - In common areas, such as school lobbies and auditoriums.
 - When masks can't be worn, such as when eating.
 - During activities when increased exhalation occurs, such as signing, shouting, band practice, sports or exercise. These activities should be moved outdoors or to large, well-ventilated spaces whenever possible.
 - In community settings outside of the classroom.
- Social distancing should be practiced in combination with other everyday preventative actions to reduce the spread of COVID-19, including wearing cloth face coverings, avoiding touching your face with unwashed hands, and frequently washing your hands with soap and water for at least 20 seconds. (CDC, 07/22/20)
- Telework, remote learning, and teleconferences are an acceptable alternative
- Work space modifications for business transactions (i.e., glass barriers, moving workspace for added distance, etc.)
- School closure (proactive or reactive)
- Cancellation of mass gathering events
- Voluntary isolation of contacts
- Voluntary quarantine of contacts

Symptomatic

Per the CDC, the symptoms of COVID-19 may appear 2 to 14 days after exposure to the virus. Symptoms may include: fever or chills, cough, shortness of breath or difficulty breathing, fatigue, muscle or body aches, headache, sore throat, congestion or runny nose, nausea or vomiting, diarrhea, and new loss of taste or smell. (CDC, 05/13/2020)

NOTE:

- Anyone can have mild to severe symptoms.
- Older adults and people who have severe underlying medical conditions like heart or lung disease or diabetes seem to be at higher risk for developing more serious complications from COVID-19 illness.
- The list does not include all possible symptoms. CDC will continue to update this list as they learn more about COVID-19.

Viral Testing (PCR)

Viral testing is used to detect a current infection of Viral RNA of COVID-19 also known as a PCR test. The specimen collection route is nasal swab, sputum or saliva. The result time can take up to 2-3 days. (CDC 9/10/2020).

COVID-19 Frequently Asked Questions Based on Scenarios

Based on Current CDC Guidance – Updated by CFSD on 02/02/21

SCENARIO	ANSWERS
<p>What if I have symptoms of COVID-19 and I got tested, but my result is not back yet?</p>	<ul style="list-style-type: none"> • Stay home away from others (isolate) until results are available • If results are delayed: <ul style="list-style-type: none"> ○ Stay home away from others (isolate) until at least 10 days have passed since symptoms appeared; AND ○ At least 24 hours have passed since last fever without the use of fever reducing medications; AND ○ Other symptoms have improved
<p>What if I have symptoms of COVID-19 and I tested positive for COVID-19?</p>	<ul style="list-style-type: none"> • Stay home away from others (isolate) until results are available • If results are delayed: <ul style="list-style-type: none"> ○ Stay home away from others (isolate) until at least 10 days have passed since symptoms appeared; AND ○ At least 24 hours have passed since last fever without the use of fever reducing medications; AND ○ Other symptoms have improved
<p>What if I have symptoms of COVID-19 and I tested negative for COVID-19?</p>	<ul style="list-style-type: none"> • Stay home away from others (isolate) until: <ul style="list-style-type: none"> ○ At least 24 hours have passed since last fever without fever reducing medications; AND ○ Other symptoms have improved
<p>What if I have symptoms of COVID-19 and I have not been tested?</p>	<ul style="list-style-type: none"> • Stay home away from others (isolate) until: <ul style="list-style-type: none"> ○ Stay home away from others (isolate) until at least 10 days have passed since symptoms appeared; AND ○ At least 24 hours have passed since last fever without the use of fever reducing medications; AND ○ Other symptoms have improved
<p>What if I have no symptoms and no exposure to COVID-19 but I was tested?</p>	<ul style="list-style-type: none"> • No isolation is required while waiting for test results. Remember to take measures to prevent the spread of COVID-19. Once results are available, follow recommendations based on your result.
<p>What if I have no symptoms and no exposure to COVID-19, but I was tested?</p>	<ul style="list-style-type: none"> • No isolation is required while waiting for test results. Remember to take measures to prevent the spread of COVID-19. Once results are available, follow recommendations based on the result.

<p>What if I do not have any symptoms of COVID-19 and I tested positive for COVID-19?</p>	<ul style="list-style-type: none"> Stay home away from others (isolate) until: <ul style="list-style-type: none"> At least 10 days have passed since specimen collection of the first positive COVID-19 testing while asymptomatic. If symptoms develop, follow guidance for symptomatic and tested positive for COVID-19.
<p>What if I do not have any symptoms of COVID-19 and I was exposed to a confirmed case?</p>	<ul style="list-style-type: none"> To prevent the spread, the CDC and AZDHS recommend quarantine for 14 days from the last date of exposure however, individuals may be eligible for the acceptable options to shorten quarantine (see quarantine definition for details) as symptoms can develop 2-14 days after exposure.
<p>What if I do not have any symptoms of COVID-19, but I was exposed to a confirmed case and I have received a negative test result?</p>	<ul style="list-style-type: none"> Regardless of a negative test result, to prevent the spread the CDC and AZDHS recommend quarantine for 14 days from the last date of exposure however, individuals may be eligible for the acceptable options to shorten quarantine (see quarantine definition for details). Symptoms can develop 2-14 days after exposure.
<p>What if I am immunocompromised and I have symptoms of COVID-19?</p>	<ul style="list-style-type: none"> Stay home away from others (isolate) until: <ul style="list-style-type: none"> At least 20 days have passed since symptoms started; AND At least 24 hours have passed since last fever reducing medications; AND Other symptoms have improved.
<p>What if I have no symptoms of COVID-19 and I tested positive for COVID-19 by serology (blood/antibody testing)?</p>	<ul style="list-style-type: none"> NO isolation is required since there is a low likelihood of active infection. Take every day precautions to prevent the spread of COVID-19.
<p>What is the protocol for siblings who are members of the same household as someone confirmed or suspected to have COVID-19?</p>	<ul style="list-style-type: none"> All household members of someone confirmed or suspected to have COVID-19 should not physically attend school and quarantine for 14 days however, individuals may be eligible for the acceptable options to shorten quarantine (see quarantine definition for details). Keep in mind, siblings may be at the same school or at another school (age dependent). Should a student become sick, families should notify the schools of any household contact. If a sick student's household contact is in school, the contact's school should be notified and they should be removed from the classroom and sent home as soon as possible, even if not displaying symptoms. If the household contact is also sick, follow steps as above.
<p>What if I was diagnosed with COVID-19 via PCR and my isolation period ended but I develop symptoms?</p>	<ul style="list-style-type: none"> Outside of the criteria above, extension of isolation is not routinely recommended if an individual retested within 3 months of onset of symptoms or date of first positive test while asymptomatic. However, if a person within 3 months of symptom onset of their initial illness or since specimen collection (if asymptomatic) of the first positive COVID-19 PCR/antigen test has a new exposure to a person with suspected or confirmed COVID-19 and recovered from the laboratory confirmed infection and has met criteria to end isolation but has or

develops new symptoms consistent with COVID-19 within 14 days of the new exposure, consultation with a health care provider is recommended, and consultation with infectious disease or infection control experts may be necessary.

If an alternative cause of the symptoms cannot be identified, retesting for SARS-CoV-2 infection may be warranted. In the absence of clinical evaluation to rule out SARS-CoV2 reinfection, the person should be isolated following the recommendations above.

What if I was diagnosed with COVID-19 via PCR and ended my isolation period and I remain asymptomatic but I have been exposed to an infected person?

- For a person who was previously diagnosed with COVID-19 via PCR who is recovered, has met criteria to end isolation, and remains asymptomatic quarantine is not recommended in the event of being within close contact with an infected person within 3 months of symptom onset of their initial illness or since specimen collection (if asymptomatic) of the first positive COVID-19 PCR/antigen test. However, if a person is identified as a close contact of a new case 3 months or more after symptom onset or since specimen collection (if asymptomatic) of the first positive COVID-19/antigen test, they should follow quarantine recommendations for contacts.