



RETURN TO WORK PROTOCOLS FOR EMPLOYEES

REVISED 22 July 2022

Return-to-school Protocol for Isolated Employees: Symptomatic employees who have tested positive for COVID-19 may return to work:

- If released by Mohave County Department of Public Health **OR**
- At least **5** days have passed since the first symptoms **AND**
- Fever free for 24 hours without fever-reducing medications **AND**
- Improvement in symptoms (e.g., cough, shortness of breath) **AND**
- Continue to wear a mask for 5 days

Return-to-school Protocol for Employees with COVID-19-like Symptoms: Employees with COVID-19-like symptoms may not return to work until one of the following has occurred:

- Should test for COVID-19 immediately and quarantine until test results return. If that test is negative **AND** the employee has not had a fever for over 24 hours without medication **AND** the other symptoms have ended, **OR**
- WITHOUT COVID-19 testing, the employee must stay out of work for at least **5** days **AND** may return to work if all symptoms have improved, **AND** continue to wear a mask for 5 days **OR**
- A doctor's note can be provided that verifies that the employee's symptoms are due to a laboratory confirmed illness (i.e., strep throat, ear infection), in which case, the employee may return with a doctor's release or are known to be related to a chronic illness (i.e., asthma).

Return-to-school Protocol for Quarantined Employees (i.e., someone in the employee's household has tested positive):

Employees who have been quarantined due to exposure to COVID-19 shall:

- Quarantine for 5 days from their last exposure **AND**
- Get tested on day 5 **AND**,
- If the test is negative, may return to work **AND**
- Wear a mask for 5 days **OR**
- Return when cleared by Mohave County Department of Health.

Employees who test positive for COVID-19 should follow isolation guidance listed above.

Employees who *choose* to quarantine due to exposure to COVID-19 may return to work:

- Have remained asymptomatic since the most recent COVID-19 exposure **AND**
- They continue daily symptom monitoring for **5** days after the most recent COVID-19 exposure **AND**
- They continue strict adherence to all non-pharmaceutical interventions (i.e., correct and consistent mask use, physical distancing, handwashing) *for 5 additional days.*



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Not Required to Quarantine:

- Employees who are fully vaccinated within the past 6 months of 2nd dose of 2-dose vaccine **OR** within the past 2 months of a 1-dose vaccine **OR** have received a booster dose **AND** remain asymptomatic following exposure to COVID-19.
- Previously infected employees (vaccinated or not vaccinated) if:
 - Exposure to COVID-19 was within 3 months of initial positive COVID-19 test **AND**
 - End of original isolation has passed **AND**
 - Employee is asymptomatic

Based on guidance from the Centers for Disease Control (CDC), the Arizona Department of Health Services (ADHS), and the Mohave County Department of Public Health (MCDPH) and applicable federal, state, and local agencies. Specific protocols included herein have been recommended by the Arizona Risk Retention Trust.

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