Return to Work Following Exposure to COVID
updated October 4, 2021

COVID-19 Vaccinated

- Asymptomatic with COVID exposure
  - Is recommended 3-5 days after exposure & FDA approved PCR COVID test NEGATIVE
  - If positive, see below

- Symptomatic with COVID exposure
  - Is required – FDA approved PCR or Antigen COVID test NEGATIVE (if positive, see below)

Unvaccinated

- Asymptomatic with COVID exposure
  - Is required – FDA approved PCR or Antigen COVID test NEGATIVE (if positive, see below)

- Symptomatic with COVID exposure
  - Is required – FDA approved PCR or Antigen COVID test NEGATIVE (if positive, see below)

Positive COVID Test

STAY HOME
- 10 days from symptom onset or positive test date & resolution of fever and improved symptoms

ALLOWED TO RETURN TO WORK
- No need to quarantine
- A COVID test between days 3 and 5 from last exposure is recommended
- Monitor for symptoms
- Mask at all times

RETURN TO WORK IF:
1. 24 hours fever free AND
2. Symptoms have improved AND
   - Negative test for COVID OR
   - Health care provider (HCP) provides documentation symptoms are due to chronic illness OR
   - HCP confirms alternative diagnosis OR
   - 10-day isolation period is complete

STAY HOME
- Stay home for 7 days after the last contact with the contagious individual
- May return to work after day 7 from exposure (day 8) with proof of a negative test for COVID on or after day 5
- Mask at all times
- This shortened quarantine is not applicable to volunteers

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Get COVID Test
Return to Work

COVID Symptoms
- Fever > 100.4 F
- Loss of taste or smell
- Difficulty Breathing
- New Onset Cough
- Congestion/Runny Nose
- Nausea/Vomiting/Diarrhea
- Sore Throat
- Headache
- Fatigue/Muscle or Body Aches

Someone with COVID-19 is defined as anyone with laboratory-confirmed or a clinically compatible illness.

COVID exposure includes within 6 feet regardless of proper mask use (on either person) for greater than 15 cumulative minutes in a 24-hour period.

If you test POSITIVE for COVID:
As a reminder, you are not eligible to get the COVID-19 vaccine while you are infected with COVID.
You will need to notify your supervisor and complete the COVID exposure workplace documentation where applicable.
You will be off work:
- At least 24 hours have passed since recovery defined as resolution of fever without the use of fever-reducing medication AND improvement in respiratory symptoms (significantly improving cough or other symptoms, though they may not be completely resolved AND
- At least 10 days have passed since symptoms first appeared
If you develop worsening symptoms, do not delay and consult your primary care physician (PCP) or emergency department for care.

If you test NEGATIVE for COVID:
Since you have tested negative for COVID, and you have not had an exposure, we no longer consider your illness to be COVID.
If you are exposed and develop symptoms, we consider you a probable case and we expect 10 days of isolation regardless of results.
For continuing illness, you should consult your PCP. You will need to coordinate with your PCP and your supervisor to address your continuing symptoms and when you will be able to return to work.
When you return to work, you will need to meet the following:
- At least 1 day (24 hours) has passed since recovery, defined as resolution of fever without the use of fever-reducing medications.
- Improvement of symptoms (e.g., cough, shortness of breath); secretions can be properly maintained, and you feel capable of returning to work.

TIP: If you have symptoms get tested right away. If you were exposed and don’t have symptoms, it is best to wait 3-5 days after exposure to be tested.

This care pathway was designed to assist school personnel and is not intended to replace the clinician’s judgment or establish a protocol for all patients with a particular condition. Diagnosis and treatment should be under the close supervision of a qualified healthcare provider, including school nurses. This guidance is based on current evidence and the best data at the time of publication. Updates are provided to reflect changes in knowledge about the impact of the disease on children and adolescents (10-04-2021).