

I. GENERAL POLICY

Given the ongoing public health threat caused by the COVID-19 pandemic, Lakes International Language Academy (the School) will follow public health guidance to require students or staff who are experiencing symptoms of COVID-19, test positive for COVID-19; and/or are a close contact of someone who tested positive for COVID-19 to self-quarantine at home. The School will monitor and grade COVID data in each of the School buildings, and adjust building mitigation efforts in response to each building's current COVID grade, from A - E.

At buildings within COVID grades A - B, the school will require quarantines only for individuals experiencing COVID symptoms and/or for individuals who test positive for COVID-19. For such individuals and for all students and staff at buildings within COVID grades C, D, or E, the School will follow the Recommended COVID-19 Decision Tree for People in Schools, Youth, and Child Care Programs and related guidance issued by the Minnesota Department of Health, as the Decision Tree and related guidance may be amended from time to time.

All students and staff will be required to comply with the School's quarantine procedures and shall remain out of any and all School buildings and offices, transportation, and activities, wherever located, as directed by School administration consistent with the Decision Tree and related guidance. If the Decision Tree and related guidance are unclear or there is uncertainty about how they apply to particular situations, School administration has the discretion to make necessary decisions.

Quarantines are meant to help prevent the spread of COVID-19 by those who are reasonably suspected to have contracted the virus, whether vaccinated or unvaccinated, and to be able to transmit it to others, particularly to those who are unvaccinated. At the time of this policy's adoption, there is no vaccine approved for children under the age of 12 and there are other students and staff in the School who may be unvaccinated. Further, available evidence indicates that those who are vaccinated can contract and spread COVID-19. Because the School setting brings many people together indoors, following quarantine procedures is an important measure in limiting the spread of COVID-19 and associated disruptions to the educational environment. In adopting this policy, the School Board considered and weighed the political, educational, social, health, and safety factors behind the CDC, MDE, and MDH guidance related to quarantines and the needs of the School's students, staff, and community.

II. MONITORING AND REPORTING

All students, staff, and other individuals entering any School building or office, transportation, or activities, wherever located, must monitor for symptoms of COVID-19 and/or potential close contacts with those who have tested positive for COVID-19 and promptly report any such symptoms or close contacts to School administration to determine proper quarantine procedures. Such individuals must also report if they test positive for COVID-19 or any member of their household tests positive for COVID-19. Parents/guardians are responsible for monitoring and reporting for their student(s), except that students who are 18 years of age or older are responsible for their own monitoring and reporting. Anyone who has COVID-19 symptoms, a close contact, a positive COVID-19 test, or a positive COVID-19 test within the household shall not enter any School building or office, transportation, or activities, wherever located, until making a proper report to School administration and completing any quarantine period as directed by School administration consistent with the Decision Tree and related guidance, when attending LILA buildings with current COVID grades of C, D, or E.

III. VACCINATED STUDENTS AND STAFF

To the extent that the Decision Tree and related guidance provide less restrictive quarantine procedures for individuals who are vaccinated, only those individuals who provide proof of full vaccination will be entitled to the benefit of any such procedures. “Full vaccination” means that at the time of the incident giving rise to potential quarantine, at least two weeks have passed since the individual completed the full vaccine course, whether one dose or two doses. If not available to the School through the Minnesota Immunization Information Connection (MIIC) system, proof of vaccination must be provided in the form of a valid vaccination card, medical record confirming vaccination, or other documentation reasonably confirming vaccination as deemed appropriate by School administration. To be sufficient, proof of vaccination must include the date(s) of vaccination and the type of vaccine received. Data regarding a student’s or staff member’s vaccination status will be shared only with those School staff who have a need to access the data. Absent timely proof of vaccination, individuals will be treated as unvaccinated for purposes of applying the quarantine procedures.

IV. CONSIDERATIONS FOR STAFF REQUIRED TO QUARANTINE

If an employee is required to quarantine and is not sick, the employee and their supervisor will discuss whether the employee can perform the essential duties of their job while at home. If not, the employee may use any leave that is currently available to them for the days that they are required to quarantine and cannot work. Given the unique circumstances presented by the COVID-19 pandemic and related quarantine procedures under this policy and public health guidance, the School will allow an employee who is not able to work while at home to use any earned sick leave even if an employee is not sick during this period.

V. FAILURE TO COMPLY

Anyone who fails to comply with this policy or the direction of the School administration to quarantine and remain away from all School buildings or offices, transportation, or activities, wherever located, for the full quarantine period, consistent with the Decision Tree and related public health guidance, may be subject to discipline and/or exclusion from all School property and activities. In the case of School employees, such discipline

shall be up to and including discharge. To the extent allowed by law, students refusing to comply with the quarantine procedures will be suspended, which may extend for the length of the applicable quarantine period. A student's subsequent refusal to comply with the School's quarantine procedures could lead to additional discipline up to and including expulsion, consistent with the Pupil Fair Dismissal Act.

VI. NOTICE

The School will provide staff and students and/or their parents/guardians with notice of the current LILA Safe Learning Plan, including updated COVID Grades for each building on a regular basis. The School will also share the Decision Tree in effect by posting the Decision Tree or a link to the document in a conspicuous place on its website. To the extent practicable, the School will also provide a copy or link to the Decision Tree via direct communication to staff and students and/or their parents/guardians. Without regard for whether actual notice of amendments to the Decision Tree has been given or received, the most recent iteration of the LILA Safe Learning Plan, each building's current COVID grade, as well as the Decision Tree and related guidance issued by the Minnesota Department of Health will control the School's quarantine procedures.

This policy expires after the 2021-22 school year unless it is repealed by the Board sooner.

Legal References:

Pupil Fair Dismissal Act, Minnesota Statutes Sections 121A.40 to 121A.56

Other References:

MDH Recommended COVID-19 Decision Tree for People in Schools, Youth, and Child Care Programs: <https://www.health.state.mn.us/diseases/coronavirus/schools/exguide.pdf>

MDE Best Practice Recommendations for COVID-19 Prevention in Schools for the 2021-22 School Year

CDC Guidance for COVID-19 Prevention in K-12 Schools: Contact Tracing in Combination with Isolation and Quarantine

LILA's Safe Learning Plan, 2021-2022, indicating building COVID levels and Mitigating Actions.