



WEEKLY UPDATE | June 14 – 2021



IMPORTANT COVID-19 POLICY UPDATE

DATE: June 14, 2021

TO: All Staff

FROM: Debbie Perez, Executive Director

RE: COVID – 19 Child Start UPDATE

In recent days, we've heard that many of the restrictions related to COVID-19 will end and you may be wondering what that means for us at Child Start. Two important things that you should know:

- 1) All schools and child care settings continue to fall under the old guidance, requiring masks for all staff and recommending masks for children over 2. This will not change until further notice. There is expected guidance coming from the CDC for all school and child care settings that will likely take into account that children under 12 do not yet have a vaccine.
- 2) For staff working at the Admin office, masks are still required until we can confirm that all eligible staff have been vaccinated. Public settings are one thing but as a place of employment, we have additional requirements for keeping our staff safe, so until further notice, please remember that you must continue to wear masks and maintain distancing.

For all staff and children, continue hand washing routines.

It's a life-long practice – not just for the pandemic!

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Human Resources Department

IMPORTANT COVID-19 POLICY UPDATE

As we move forward during the COVID-19 pandemic, Child Start is continuously updating its policies and plans to reflect the local State, County and Federal guidelines.

Please ensure to read the latest Child Start COVID-19 policies updates and these includes the following:

- **COVID-19 Symptoms at Home.**
- **COVID-19 Symptoms at Work.**
- **Travel Restrictions.**
- **Pay During Quarantine.**
- **Test Results.**
- **Contact Tracing**

About this Policy: The policy will remain in effect as long as it is necessary. The policy is subject to change as the situation changes and recommendations change.

continue next page.



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Human Resources Department

COVID-19 POLICY UPDATE

COVID-19 Symptoms at Home

An employee who comes in close contact (less than 6 feet) with a confirmed COVID-19 case or is having COVID-19 symptoms such as temperature of 100.4 or over, cough, loss of taste or smell, difficulty breathing, will be required to stay home and **take a COVID-19 test**. The employee must self-quarantine 14 days from last known exposure or onset of symptoms. Employee must communicate with HR. See **Test Results** section for next steps.

Employees having a temperature of 100.4 or over, need to stay home until 72 hours have passed without a fever without the aid of fever reducing medication. Employee must communicate with HR. Employees having ‘symptoms’ that can be rationally explained (i.e., sneezing, runny nose allergies), can come to work.

COVID-19 Symptoms at Work

When a staff member working at any Child Start location has symptoms of COVID-19, has had close contact with someone infected, or is diagnosed with COVID-19, the following measures need to take effect.

Employees showing COVID-19 symptoms (e.g., fever of 100.4° or more, cough, loss of taste or smell, difficulty breathing) that cannot be rationally explained (allergies etc.), will be sent home and **required to take a COVID-19 test**. The employee must stay home and self-quarantine for at least 14 days since symptoms first appeared. See **Test Results** section for next steps.

Employees who come in close contact (less than 6 feet) with a confirmed COVID-19 case—excluding those who have had COVID-19 within the past 3 months or who are fully vaccinated, will be sent home and required to self-quarantine for at least 14 days from their last exposure to the infectious case based on the following criteria:

- Employees who have tested positive for COVID-19 within the past 3 months and recovered do not have to quarantine or get tested again as long as they do not develop new symptoms.
- Employees who develop symptoms again within 3 months of their first bout of COVID-19 may need to be tested again if there is no other cause identified for their symptoms.



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- Employees who have been in close contact with someone who has COVID-19 are not required to quarantine if they have been fully vaccinated against the disease and show no symptoms. Proof of vaccination must be provided to HR.
- Employees who have not been fully vaccinated or who have not tested positive within the past 3 months and recovered **must take a COVID-19 test**. See **Test Results** section for next steps.

Travel Restrictions

Due to travel increasing your chance of getting and spreading COVID-19, any staff member who travels outside of California must contact HR and adhere to the following:

If employee has been fully vaccinated (at least 2 weeks have passed since receiving the last shot of the COVID-19 vaccine):

1. Provide proof of vaccination to Human Resources.
2. May return to work.

If employee is unvaccinated:

1. Must get tested within 3 days after travel and
2. Self-quarantine for 7 days from the date of return to California.
3. If the test results are positive, employees must quarantine for 10 days from the date the test was administered.

Pay During Quarantine

Employees may use their accruals including emergency sick hours to get paid during the quarantine if no remote work is available. To determine availability of remote work, please contact HR. If no hours are available to employee and there is no appropriate work for employee to perform remotely, the quarantine time will be unpaid.

Test Results

Positive Results. If the results of the test confirm that an employee has a COVID-19 infection, the employee will need to remain in quarantine until symptoms have improved including resolution of fever for at least 24 hours, without the use of fever-reducing medications, and at least 14 days have passed from last known exposure or onset of symptoms. The following measures will take place upon learning of an infected employee:

1. The Health Manager will notify the local public health department.
2. The Child Development Director will contact the Child Care Licensing Regional Office.
3. HR will identify contacts by conducting the contact tracing steps.
4. Disinfection and cleaning of common areas and primary spaces where infected employee spent significant time. If possible, wait up to 24 hours before beginning cleaning and disinfection.



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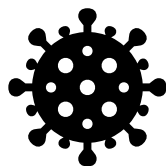
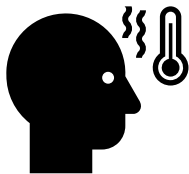
Negative Results. If the results of the test are negative and the employee is asymptomatic, employees may return to work after the 14-day quarantine from last known exposure and remain asymptomatic. If the employee is symptomatic and provides a medical certification that the symptoms are due to something other than COVID-19, the employee may return to work without having to complete the quarantine.

Contact Tracing

The positive tested staff member will be asked to log all other staff or clients they were in contact with during the previous 14 days. HR and the appropriate person designated by operations will contact these individuals accordingly to advise them that they may have been exposed. Staff will be required to get tested and 'work from home' and self-quarantine for at least 14 days from last known exposure or onset of symptoms if any develop. A medical release needs to be sent to HR; however, this will not shorten 14-day quarantine.

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This Week Early Childhood Education Facts



▶ **Did You Know?**

According to research presented recently by the Children's Home of Cincinnati and Central Clinic:

- The brains of pre-school aged children work on a "use it or lose it" principle. In other words, synapses within the brain that are not used during their earliest years will be discarded permanently.



▶ *Submit your inquiry about content by sending an email to:
lpineda@childstartinc.org*

"Children must be taught how to think, not what to think."

- Margaret Meade -

