



**STARK**  **HEALTH**  
COUNTY DEPARTMENT

**COVID-19:**

# **BEING EXCLUDED FROM WORK OR SCHOOL AND WHEN TO RETURN DURING THE GLOBAL PANDEMIC**

Responsibly excluding those who are sick and planning for their safe return is necessary to reduce the spread of COVID-19.

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*"Our mission is to assess, protect, promote, and improve the health of Stark County through leadership, quality service, and community partnerships."*

## About the exclusion and return document:

The purpose of this document is to give businesses and schools a better understanding of when an individual should be excluded from school or work and when they should return. It is important to understand the following definitions as the Stark County Health Department (SCHD) describes the various symptomatic situations and possible scenarios.

*Quarantine* keeps someone who was in close contact with someone who has COVID-19 away from others.

*Isolation* keep someone who is sick or tested positive for COVID-19 with or without symptoms away from others, even in their own home.

The following signs and symptoms of COVID-19 include: fever of 100 degrees or higher, cough, shortness of breath or difficulty breathing, fatigue, muscle or body aches, headache, new loss of taste or smell, sore throat, congestion, runny nose, nausea or vomiting, or diarrhea.

As we navigate uncharted territory, know that the SCHD is here to help by answering any questions that you may have. Please reach out to SCHD by calling 330.493.9914 or visiting our website at [StarkHealth.org](http://StarkHealth.org) for more information.



# Reporting to work and school when not feeling well

No one should report to work or school while being sick or exhibiting any of these symptoms mentioned in the *About* section on the previous page without being cleared by safety or health personnel at the facility through screening. Just ONE symptom from the list of common signs/symptoms above warrants further evaluation and it depends on your facility plans as to whether the individual is sent home or excluded.

If the individual is sent home, they should be isolated and leave the facility within 60 minutes, told to isolate themselves at home and told to call a health care provider to be evaluated preferably through telehealth. If testing is recommended please also contact the local health department (LHD) where the individual lives because they may be considered a probable case and this will start a LHD investigation.

An individual should be excluded and receive further evaluation over the phone from a health care provider and/or the LHD where the individual resides if:

- COVID-19 positive screening by safety or health personnel
- Household contact is a probable COVID-19 case or tests positive for COVID-19
- An individual is considered a probable or confirmed (test positive) COVID-19 case

(Individuals should not be at work or in school if they meet any of the above bullets. They should be dismissed and immediately isolated.)

The following pages lay out the various symptomatic situations and possible scenarios for when someone should be excluded or able to return to work or school.





## Individuals can return to school/work if. . .

An individual not tested with alternate explanation (allergies, asthma exacerbation, influenza, sinus infection, strep throat, etc. as determined by a provider):

### **With Symptoms/Symptomatic**

May return to school/work after 24 hours fever-free, without taking fever-reducing medications, AND note (including email and fax) from provider stating that the individual has an alternate diagnosis and the provider believes it's appropriate for the patient to return to school/work.

### **No Symptoms/Asymptomatic**

N/A

### **Possible Scenario:**

Individual has a fever and sore throat and history of getting strep throat. Individual sees a provider, who does a strep test and exam and believes the patient has strep throat and does not have COVID-19. The individual may return to school/work after 24 hours fever-free, without taking fever-reducing medications, and a note from their provider stating they may return to school/work.

An individual not tested without alternate explanation:

### **With Symptoms/Symptomatic**

Must remain home for at least 10 days from the first day symptoms appeared AND 24 hours fever-free without taking fever reducing medications, and with improvement of other symptoms.

### **No Symptoms/Asymptomatic**

N/A

### **Possible Scenario:**

Individual has fever, cough, shortness of breath, and loss of taste and smell. Individual does not want to get tested for COVID-19. Highly recommend that the individual get tested. The individual will need to isolate at home for at least 10 days and go 24 hours fever-free without use of medication and improvement of other symptoms.

An individual that has tested negative for COVID-19:

**With Symptoms/Symptomatic**

If no alternative explanation, isolate for at least 10 days from the first day symptoms appeared AND 24 hours fever-free without taking fever reducing medications and with improvement of other symptoms. The test may have been a false negative. The individual can return to school/work if tested negative AND with a note from a provider stating they believe the patient to have an alternate diagnosis and it's appropriate for the patient to return to school/work.

**No Symptoms/Asymptomatic**

May proceed with attending school. EXCEPTION: A known close contact (within 6 feet of a confirmed case for more than 15 minutes) must complete a 14-day quarantine, even if test results are negative for COVID-19.

**Possible Scenario:**

Individual has a fever, cough, headache and loss of taste and smell. The individual goes to get tested and the test is negative. There is a chance of having a false negative test and individual could have been tested too early. Therefore, it would still be required that this individual isolate at home for at least 10 days and 24 hours fever-free without taking fever-reducing medication and with reduction of other symptoms unless documented alternate health diagnosis.

An individual that has tested positive for COVID-19:

**With Symptoms/Symptomatic**

Must remain home in isolation for at least 10 days from the date symptoms began AND 24 hours fever-free without taking fever-reducing medications and improvement of other symptoms.

**No Symptoms/Asymptomatic**

Isolate at home for 10 days from the day the test was taken. If the individual develops symptoms, then isolation time starts on day 1 of symptoms.

*Possible Scenario continued on next page*





### **Possible Scenario:**

Individual gets tested for COVID-19 at a testing event. The individual was symptom-free when they got the test. The test comes back positive. The individual starts isolating for 10 days after the date they took the test. Four days into isolation, they develop a fever and cough. They must now isolate at home for at least 10 days and 24 hours fever-free without taking fever-reducing medicine and with improvement in other symptoms. The individual ends up isolating at home for total of 14 days.

### A close contact of an individual to someone with COVID-19:

#### **With Symptoms/Symptomatic**

If an individual becomes symptomatic, refer to the symptomatic scenarios. The individual must quarantine for 14 days after contact with the COVID-19 positive person even if the individual has an alternate diagnosis for symptoms.

#### **No Symptoms/Asymptomatic**

Quarantine for 14 days before returning to school/work. Must remain symptom-free. If individual develops symptoms, then refer to the symptomatic scenarios.

### **Possible Scenario:**

Individual tests positive and has three siblings in the home or as close contacts who attend other schools. If the siblings have symptoms, they should be tested and report to that school if results are positive. Otherwise, siblings should quarantine for 14 days from date of last exposure to the infected case and be released by SCHED before returning to school/work. Contacts of the siblings are not considered a close contact unless the siblings test positive themselves.

(If an individual is a health care worker, critical infrastructure worker, or listed as essential in the Cybersecurity and Infrastructure Security Agency (CISA) document please work with the LHD where your facility is located.)

The logo features the text "STARK COUNTY HEALTH DEPARTMENT" in a white serif font. A white arrow curves over the text, starting from the top of the letter 'S' and ending at the top of the letter 'H'. A small white square icon is positioned between the words "COUNTY" and "HEALTH".

STARK COUNTY HEALTH  
DEPARTMENT

*"Striving Toward a **Healthier** Community."*