

**Des Moines Christian School**  
**Employee Health and COVID Procedures FAQ - 8.17.21**

The Health and COVID Procedures FAQ will help answer questions you may have regarding illness and COVID-19 during the 21-22 school year. Recognizing the changing nature of the virus, these plans will be reviewed, and updates will be communicated as needed. We will remain flexible and adapt wisely to any changing conditions for the protection of our campus community.

To maintain your health and the health of others, please continue to sanitize and clean spaces you use frequently, practice good hygiene by washing hands regularly, and stay home if you are feeling sick.

Please contact your supervisor or Becky Miedema, HR Manager if you have additional questions.

**What should I do if I start experiencing COVID symptoms?**

- **Assess** your health, including [COVID-19 symptoms](#).
- **Stay Home** if not feeling well.
- **Notify your supervisor** of your absence
- **Seek Care** from your healthcare provider if necessary for further guidance before returning to work.

**The doctor decided to test me for COVID. What should I do while I wait for results?**

- You will need to stay home until test results are received.
- Employees may use available paid sick time if they are absent from work due to a pending COVID test.
- The Polk County Health Department states that the rest of the family in the household may continue with normal activities (school, work, etc.) during this waiting period.

**The test results came back negative. When can I return to work?**

- If you have no symptoms and are feeling well, you may return as soon as you receive the negative test result.
- If you have symptoms, you may return once fever-free for 24 hours and symptoms have improved.

**The COVID test results came back positive. What should I do?**

- Notify your supervisor.
- Follow the recommendations from your physician. Generally, employees who are COVID-19 positive can return to work after 10 days since symptoms first appeared and 24 hours with no fever without the use of fever-reducing medications.

**Someone in my household tested positive for COVID. Do I need to stay home from work?**

- No, you may report work if you do not have symptoms. The Iowa Department of Public Health recommends, but does not require, quarantine for those who are knowingly exposed to COVID.
- Monitor for symptoms of COVID for 14 days following an exposure.

**How does DMC handle a COVID exposure at school?**

- Employees should operate with the knowledge that COVID is active in our local community. Please continually monitor for symptoms, practice good hygiene and keep students who are feeling ill at home.
- For Early Education and Elementary students, an email notification will be sent to the parents and staff members of the classroom affected. This is the same procedure DMC currently uses for other illnesses, such as strep.

**How do I respond when someone (including my co-worker) asks me if a student or employee tested positive for COVID or any other questions I receive about a student or employee absence?**

As a DMC employee, any personal health information (for students or employees) that you become aware of is confidential.

**Can DMC require employees or students to wear masks?**

In May, an Iowa law was passed stating Iowa school districts cannot require employees, students or other people to wear facial coverings on the property of a public school or accredited private school. DMC is included in this law as a private institution and therefore cannot implement a mask mandate.