



Ilisagvik College COVID-19 FAQ

What do I do if I test positive for COVID-19?

Inform your direct supervisor and the Human Resources Dept. at 907-852-1811 or via e-mail at human-resources@ilisagvik.edu. Do not come to campus. Stay home and begin quarantining immediately.

There is no expectation that an employee should telework if they are not feeling well, however, they may request to do so.

Are masks mandated at this time?

Yes, masks are required to be worn on campus for all employees, students, and visitors. As expected, the COVID-19 pandemic is ever-changing. We must all continue to do our part to minimize the effects of the pandemic for everyone and ensure the safety of those most at risk: the elderly and those with underlying health conditions. We are facing a health crisis and must treat it with seriousness. You may take off or lower your mask in your office, classroom or dorm room if you are alone, but anytime you are in common areas, or someone comes within 6 feet you should put your mask back on.

What if I see someone not properly using his or her mask?

You are encouraged to ask the individual to please use/correct your mask for the safety of our institution. This is a team effort, and we need all hands on deck. If you see a repetitive pattern of someone not wearing their mask properly or at all, please notify HR and complete the electronic COVID-19 incident report form located on the Ilisagvik website.

What is the difference between quarantine versus isolation?

You **quarantine** when you might have been exposed to the virus. Quarantine if you have been in close contact (within 6 feet of someone for a cumulative total of 15 minutes or more over a 24-hour period) with someone who has COVID-19, unless you have been fully vaccinated. People who are fully vaccinated do NOT need to quarantine after contact with someone who had COVID-19 unless they have symptoms. However, fully vaccinated people should get tested 3-5 days after their exposure, even if they don't have symptoms and wear a mask indoors in public for 14 days following exposure or until their test result is negative.

You **isolate** when you have been infected with the virus, even if you don't have symptoms. Isolation is used to separate people infected with COVID-19 from those who are not infected. People who are in isolation should stay home until it's safe for them to be around others. At home, anyone sick or infected should separate from others, stay in a specific "sick room" or area, and use a separate bathroom (if available).

Is self-quarantine still required if I'm vaccinated and test positive for COVID-19?

Yes, anyone who tests positive for COVID-19 must quarantine, regardless of vaccination status. The length of quarantine will be determined by Public Health Nursing, please comply with their notice. Please do not come to campus. Stay home and begin quarantining immediately. Inform the Human Resources Dept. at 907-852-1811 or via e-mail at human-resources@ilisagvik.edu. HR will then begin the contact tracing in effort to mitigate transmission on campus. HR will request that you provide a list of individuals that you were in close contact with on campus for greater than 15 minutes at a distance closer than 6 feet, and that you identify any areas of the building where you spent greater than 15 minutes.



Do I need to self-quarantine if I am vaccinated and come into close contact with someone who is COVID-19 positive?

Regardless of whether you are vaccinated or not, if you come into close contact with someone who tests positive for COVID-19, inform the Human Resources Dept. at 907-852-1811 or via e-mail [at human-resources@ilisagvik.edu](mailto:human-resources@ilisagvik.edu). Per Public Health Nursing, if fully vaccinated, individuals do not have to isolate, but should get tested on day 3-5 post exposure as well as monitor their symptoms. If a close contact develops symptoms, they should get tested and isolate following CDC guidelines.

Please send the exclusion letter from PHN to the Human Resources Department.

If I'm identified as a close contact and I am unvaccinated is there a way I can end isolation earlier than 10 days?

Yes, per PHN, there is an option to end isolation earlier, but in order to do so, you would have to test on day 5-7 post exposure, and the result on the test would have to be negative. If the result is negative you can return to normal activity on day 8. Currently the state guidelines state that the earliest than an unvaccinated close contact can return to work is 8 days after exposure with a negative test.

Who is considered a close contact?

Per Public Health Nursing, a close contact is someone who spent more than 15 minutes with at a distance closer than 6 feet (even if masked) with an individual who tested positive for COVID-19.

Can I request to telework?

Anyone may request to telework, but approval is handled on a case by case basis through your direct supervisor, department dean or director, human resources and the President. Generally, you will not be approved to telework if you are returning from personal travel and are awaiting results.

Do I have to file an incident report if I believe I was exposed to COVID-19 in the workplace?

Yes, please complete the Ilisagvik College Incident Report Form and Employee Report of Occupational Injury or Illness after you have notified both your supervisor and the Human Resources department. Both forms can be located in the U:\ Drive, additionally, there is the electronic COVID-19 incident report that can be located on the website.

When do I become eligible for COVID-19 related leave benefits?

Regular employees may request leave as long as they have been employed for at least 30 days prior to their leave request

Do I qualify for Emergency Paid Sick Leave?

An employee is entitled to take leave related to COVID-19 if the employee is unable to work, including unable to telework, because the employee:

1. When the employee is quarantined or isolated subject to federal, state, or local quarantine or isolation order
2. When advised by a health care provider to self-quarantine because of COVID-19
3. Experiencing symptoms of COVID-19 and seeking a medical diagnosis



4. (NEW) Seeking or awaiting the results of a diagnostic test for, or a medical diagnosis of, COVID-19 because they have been exposed or because their employer has requested the test or diagnosis
5. (NEW) Obtaining a COVID-19 vaccination or recovering from any injury, disability, illness, or condition related to the vaccination
6. When caring for another person who is isolating or quarantining on government or doctor's orders (*additional caps apply)
7. When caring for a child whose school or place of care is closed due to COVID-19 (*additional caps apply)

When do the COVID-19 related leave benefits expire?

As part of the American Rescue Plan Act of 2021, the COVID-related leave benefit (Emergency Paid Sick Leave) are available through September 30, 2021.

Can I take Emergency Paid Sick Leave if I'm awaiting results after traveling for personal reasons?

You may, but we encourage you to test 72 hours prior to your arrival on to Utqiagvik to avoid having to isolate and long wait times from testing at SSMH.

Can I take Expanded FMLA?

No, we did not elect to voluntarily re-instate expanded FMLA.

Can I take Emergency Paid Sick Leave to get vaccinated?

Yes! You may take EPSLA if you are obtaining a COVID-19 vaccination or recovering from an illness or condition related to the COVID-19 Vaccine.

You may also take EPSLA if you or are caring for a family member who is recovering from an injury or illness

This does not disqualify you from receiving your 7.5 hours of regular PTO as part of Iñisaġvik's incentive program

Will I receive an additional 7.5 hours of PTO if I get the 3rd dose booster shot?

No, but you do qualify for Emergency Paid Sick Leave under ARPA.

Can I take Emergency Paid Sick Leave if school closes and my son or daughter are home?

Yes, you may take EPSLA if you are caring for a child whose school or place of care is closed due to COVID-19.

Can I take intermittent EPSLA leave if my spouse or partner is able to alternate work schedules with me?

Yes, you are entitled to up to two weeks (10 days) of leave and can use it intermittently if necessary.

What kind of test do I have to take in order to return to work after traveling?

Per the Mitigation Plan, you must submit results from a **SARS-CoV2 PCR** test. A rapid test is not sufficient for returning to work because it is not as accurate in detecting COVID-19 if an individual is not exhibiting symptoms.

What is the difference between a COVID-19 Rapid test and PCR Test?

A rapid test is an antigen test. A rapid detects protein fragments specified to COVID-19, it is most accurate in determining a positive if the individual testing is exhibiting symptoms. A PCR test is the "gold standard" for COVID-19 detection as it actually tests for RNA (genetic material) that is specific to the virus. Turnaround time is longer, but it is more accurate.