



Director of Pupil and Personnel Services

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To: All Staff

From: Joseph Mack, Director of Pupil and Personnel

Date: September 19, 2025

Subject: COVID-19 Absence and Return-to-Work Guidance

Dear Staff,

As of July 31, 2025, New York State's COVID-19 specific absence protocols and sick leave law have sunset and are no longer in effect. COVID-19 related absences will now follow the same procedures as any other illness-related absence under our district's standard sick leave policies using Frontline.

Please note the following return-to-work expectations if you test positive for COVID-19:

- You may return to work once you are:
 - Fever-free for at least 24 hours without the use of fever-reducing medication, and
 - Your symptoms are improving overall.

- After returning, staff are encouraged to wear a well-fitting mask for several days (three to five) in indoor settings and around others, particularly those who may be at higher risk.

- If you were exposed but do not have symptoms, you are not required to quarantine. However, you should:
 - Monitor for symptoms for 10 days,
 - Consider testing around day 5, and
 - Wear a mask in public settings during this period.

Please remember: COVID-19 absences are no longer covered by state-provided COVID sick leave. Any such absences must be reported through Frontline and will be processed under our regular sick leave provisions. If you have questions about absence procedures or leave options, please see **COVID 19: Absence & Return-to-Work FAQ** on the next page or contact the Director of Pupil and Personnel Services.

Thank you for your continued professionalism and commitment to maintaining a healthy learning environment.

COVID 19: Absence & Return-to-Work FAQ

1. What if I test positive for COVID-19?

- Report your absence following the district's standard procedures using Frontline .
- Stay home until:
 - You have been fever-free for 24 hours without medication, and
 - Your symptoms are improving overall.
- Once you return, wear a mask for several days (three to five) indoors and around others.

2. Do I need to submit a doctor's note or test result?

- A doctor's note or positive test result is not required by NYS for return, but you must follow our district's normal absence documentation procedures (for example, if an absence extends beyond a certain number of days).

3. What if I was exposed to someone with COVID-19?

- You do not need to quarantine.
- Monitor yourself for symptoms for 10 days.
- Consider testing around day 5 after exposure.
- Wear a mask in public and around others during this period.

4. Can I still get COVID-specific paid sick leave?

- No. The *New York State COVID-19 sick leave law ended on July 31, 2025*.
- Any COVID-related absence will now be charged to your regular sick leave or other available leave time.

5. Who do I contact with questions about my leave or return-to-work clearance?

- Please contact the Director of Pupil and Personnel Services for guidance on absence reporting, leave time, and documentation.