



## COVID-19 Testing FAQs

1. If I am not vaccinated and working 100% remote during the fall semester, am I required to be tested for COVID-19?
  - a. Yes, all employees who have not provided documentation showing they are vaccinated must be tested for COVID-19 weekly
2. Why are employees who are not working onsite required to be tested?
  - a. All employees are required to be ready to report to work onsite and complete work assignments which require in-person interactions with others when directed. To help prevent the spread of COVID-19 in our communities, all District employees must be vaccinated against COVID-19 or be tested for COVID-19 weekly.
3. Why are vaccinated employees and students exempt from the testing requirement?
  - a. Current public health guidance and data on COVID-19 infections shows unvaccinated individuals are a considerably higher risk of infection and transmission of COVID-19 than fully vaccinated individuals, including the Delta variant. While testing supplies are much more widely available than at previous times during the COVID-19 pandemic, there are finite test kits available and using those resources strategically provides the most effective protection for our communities.
4. Will vaccinated employees and students be required to be tested in the future?
  - a. As the rate of COVID-19 infections in our County and guidance from public health agencies evolves, the District's protocols may change to ensure we can continue to provide safe instructional and work environments.
5. Will employees and students be required to be tested for COVID-19 in the spring?
  - a. Decisions on the District's operating protocols for the spring semester will be made during the fall semester and communicated with as much advanced notice as possible.
6. Can I get a medical accommodation to exempt me from the COVID-19 testing requirement?
  - a. If you have a medical condition which impacts your ability to be tested for COVID-19, please contact the Risk Management Department to engage in an interactive process to determine the appropriate accommodations for your specific medical needs. Email: [sdccdriskmanagement@sdccd.edu](mailto:sdccdriskmanagement@sdccd.edu); telephone: 619-388-6953
7. Can I get a religious accommodation to exempt me from the COVID-19 testing requirement?
  - a. In most cases an exemption from the COVID-19 testing requirement will not be approved based on a religious belief. A reasonable accommodation cannot result in a risk to the health and safety of others. Due to the potential for asymptomatic COVID-19 cases and spread from a person who does not know they have COVID-19, an exemption from testing based on a religious belief is unlikely to be a reasonable accommodation. However, any employee may request a religious accommodation and the District will engage in an interactive process to determine whether an accommodation can be provided based on the individual circumstances of the employee.
8. Am I required to be tested while I am on leave?
  - a. You are not required to be tested while on leave, but you must be tested prior to returning to work.

9. If I get tested at a District site, how long will it take to get the results?
  - a. Results will be available within 48 hours. You will receive email and text notifications when your test results are available.
10. Which District test sites can I use for testing?
  - a. All employees can get tested at any District site.
11. Do I get paid for the time I use getting tested?
  - a. Yes, the testing requirement is a work direction from the District and must occur during an employee's paid time.
12. If I get tested at a different facility than a District site, how do I provide my test results?
  - a. Register for the Cleared4 site using the links and process provided above and submit your test result through the site.
13. If I get tested at a different facility and haven't received my results within the required timeframe, am I cleared to work?
  - a. No, if you test at an alternative location, you are not in compliance with this requirement until you upload your test results. Anyone choosing to test off site should do so at least three days before the due date to ensure they are in compliance.
14. How will I know if I have complied and I am cleared to work?
  - a. Human Resources will notify any employee who is not cleared to work for failing to comply with this requirement.
15. I am an Adjunct Faculty member and I only get paid for my teaching hours. Do I have to get tested during time I would normally be teaching?
  - a. No, adjunct teaching faculty may schedule testing time outside their teaching assignment to get tested and complete a timecard for their testing time.
16. I am a NANC employee, do I get paid for the time I spend getting tested?
  - a. Yes, NANC employees must get tested during their paid work time.
17. Can I choose to get tested on my off day if it is more convenient for me.
  - a. If you are paid for your work hours (Classified Professional, Adjunct Faculty, NANCE) you must get tested during your regular work hours. If you are a salaried employee (Contract Faculty, Exempt Professional, Supervisor, Manager) you may choose when you get tested as part of your regular job assignment.
18. What happens if I have a positive test?
  - a. You will be notified by Biocept immediately. The Risk Management Department and County Public Health Department will also be notified. The Risk Management Department will contact you directly with additional instructions regarding quarantine requirements. If you are asymptomatic and able to work remotely, you may continue to work remotely. If you are symptomatic and cannot work or your job duties cannot be performed remotely, you will be on leave until the requirements are met for you to return to work.
19. What happens if someone who works in the same area as me has a positive test?
  - a. The District will conduct contact tracing in coordination with the County Health Department to determine who has been exposed to a positive COVID-19 case and provide appropriate notifications and direction regarding quarantine and testing.
20. What happens if I do not comply with the testing requirement?
  - a. You will be placed on unpaid leave and may not perform any work until you provide a test result.

21. Who has access to my test results?

- a. A small group of employees in Human Resources will monitor compliance with the testing requirement and the results, as part of their job duties. Test results are confidential personal health information and are maintained in a secure, HIPAA-compliant electronic system. Test results will only be shared with agencies with a legal right to the information, such as the County Health Department. No other employees of the District will have access to the records and they will not be part of any employee's personnel file.

22. I am fully vaccinated and would like to get tested, can I use a District site?

- a. Yes, please complete the registration process as described above and schedule an appointment at your convenience.