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*Proudly serving our
community in both the
Reform and Conservative
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COVID-19 Policy and Procedures

As a member, participant or employee of Temple Shalom, you are required to review and comply with all COVID-19 Synagogue protocols. These protocols are in place for the safety and wellbeing of our community.

As the Centers for Disease Control (CDC) and Colorado state guidelines change due to the evolving nature of the pandemic, our policies may change as well. Members and all staff are expected to review Synagogue messaging regarding any changes and abide by current policy. We, as a community, are committed to complying with the requirements set forth by El Paso County, The Colorado Department of Public Health and Environment and the State of Colorado with a focus of inclusion and empathy.

If there are medical reasons as to why you cannot abide by these policies, please contact the Executive Director.

All Members and Staff on site during the 2020-2021 fiscal year will be required to participate in the following: symptom monitoring, COVID-19 testing, contact tracing, isolation, quarantine and other health guidelines as described in the following sections of this document, regardless of whether you have contracted COVID-19 in the past or not. Additionally, all participants at Temple Shalom are required to wear face coverings, outdoors and indoors, practice physical distancing, and self-report symptoms.

As members of the Temple Shalom community, it is our responsibility to ourselves and those around us to report individuals who are not abiding by these protocols for appropriate follow-up. In light of this unprecedented public health crisis, there will be a zero-tolerance policy against violations of COVID policies. Violation of these protocols will necessitate a review proceeding by a minimum of three (3) Board Members and the Executive Director to evaluate conduct and may result in restrictions from our campus.

As new guidance, regulations and protocols are developed and established, Temple Shalom will make changes to this policy. The most updated version will be available on our website in the members section under 'My Account'.

HANDWASHING:

Wash your hands often with soap and water for at least 20 seconds before and especially after you have been in a public or shared space, after blowing your nose, coughing, sneezing or touching your face.

If soap and water are not readily available, use a hand sanitizer that contains at least 60% alcohol. Cover all surfaces of your hands and rub them together until they feel dry.

Avoid touching your eyes, nose and mouth, and wash your hands after touching your face.

Hand sanitizer will be available in entry areas, study spaces, and other high-traffic areas.

PHYSICAL DISTANCING

Stay at least 6 feet (about two arms' length) from other people whenever possible.

Gathering size is currently limited to a maximum of 10 people. We will continue to adjust this number based on public health guidance.

Synagogue events that in the past included large groups of individuals in person are being reimagined and, in most cases, will be held virtually.

SANITATION OF SURFACES

Staff, teachers and members will be required to clean their common areas, shared spaces and work areas before and after each personal use with sanitizing wipes provided by Temple Shalom. These areas include workspaces, kitchen, social hall and meeting areas. Thirty minutes between classes has been scheduled so staff and teachers can sanitize their desk or work area. Staff work areas may include A/V cables and controls. Cleaning materials (disinfecting wipes or equivalent) will be available in classroom spaces, dining areas, study spaces, and other high-traffic areas.

FACE MASKS/CLOTH COVERINGS

All staff, teachers, contractors, members and visitors to Temple Shalom must wear face coverings while on property in all areas, indoors and outdoors. The only exceptions are in places where there is no contact with others such as a teacher in their own classroom or a staff member in their office with the door closed.

We recommend the use of cloth, reusable, washable face coverings. Some people may be unable to wear a snug mask due to medical conditions and could use a looser bandana style covering as needed.

Members of the community are expected to provide their own masks. In case of circumstances where an individual temporarily does not have a mask, such as forgetting to wear one or losing it, Temple Shalom will have extras available.

All members of the Temple Shalom community will be expected to do their part to help limit the potential spread of the virus. All community members will be required to wear face masks at Temple Shalom, indoors and outdoors. Individuals who fail or refuse to comply with these health and safety policies will be required to leave the property and may not be allowed to have access to Temple Shalom until the threat of COVID-19 has passed.

COUGHING/SNEEZING/HYGIENE

If you are in your own room or office and do not have on your face covering, remember to always cover your mouth and nose with a tissue when you cough or sneeze or use the inside of your elbow.

Throw used tissues in the trash.

After coughing or sneezing, immediately wash your hands with soap and water for at least 20 seconds. If soap and water are not readily available, clean your hands with a hand sanitizer that contains at least 60% alcohol.

SYMPTOM MONITORING

Members and visitors to Temple Shalom are required to complete a Health Assessment for Teachers and staff this includes before and following a work shift on-site. A copy of the Health Assessment tool is found in the appendix. Community members should self-monitor for symptoms of COVID-19 which at this point include one or more of the following:

- Fever or chills
- Cough
- Shortness of breath or difficulty breathing
- Fatigue
- Muscle or body aches
- Headache
- New loss of taste or smell
- Sore throat
- Congestion or runny nose
- Nausea or vomiting
- Diarrhea

WORKING REMOTELY

Temple Shalom encourages remote work for employees who can do so productively and effectively and whose work is not required to be performed on site. Temple Shalom is providing all Education classes on Zoom.

Decisions about which employees will return, and when, will be managed by their supervisors with guidance from synagogue leadership, and will be communicated to teachers and staff through the Executive Director.

CLASSROOM ETTIQUETTE- Upon return to the building.

Sitting

Students should sit 6 feet (about two arms' length) apart. Seat locations will be marked on the floor to ensure safe distancing. Seats should not be moved. Teachers will assign seating during the first meeting of class. It must be maintained consistently throughout the semester. Do not change seating arrangements or alter any markings meant to ensure safe distancing. Masks will be worn at all times.

Cleaning

There will be 30 minutes after each class to allow time for teachers and staff to clean their desk or work area. Staff work areas may include A/V cables and controls. Cleaning materials (disinfecting wipes or equivalent) will be widely available at Temple Shalom for community use.

Teachers and staff attendance log

Teachers and staff will be expected to take attendance regularly and maintain an accurate attendance log. These steps will be critical to support contact tracing should a student test positive for COVID-19. More information about contact tracing is available on the Centers for Disease Control and Prevention website.

Teachers will receive a supply of chalk or whiteboard markers (as appropriate to each room) and erasers, so as to reduce the amount of communal equipment in use in the classroom. They will need to remember to bring those materials with them each day they teach. Teachers whose pedagogy includes having students write on the board should ask students to bring their own writing supplies.

If You are Exposed to Someone Who has COVID-19

If you have spent at least 10 minutes within 6 feet of with anyone with confirmed COVID-19, or a household member is currently on home isolation or quarantine:

You should make an appointment with your healthcare provider. The healthcare provider will determine whether further testing is needed.

If further testing is recommended, you must quarantine in your residence until the results from the test are determined.

If you test positive for COVID-19 during quarantine, please consult the Testing Positive for COVID-19 page. If you test negative, your healthcare provider will determine whether you can be released from quarantine and return to your daily routine.

Additionally for Temple Shalom Staff:

Do not come to campus.

Notify your immediate supervisor of your absence and report your illness symptoms to the Executive Director 719-964-3823.

You must stay home and quarantine.

Contact your medical provider for advice, care and testing.

Your health care provider may release you from quarantine and you may return when:

You have received a negative test result for COVID-19.

AND

You have been fever-free for at least 72 hours without fever-reducing medicine and at least 10 days have passed since you began quarantining.

A negative result on a COVID-19 test after testing positive is NOT sufficient to qualify to return to work.

More information about self-isolation and quarantine can be found on the Centers for Disease Control and Prevention website. <https://www.cdc.gov/coronavirus/2019-ncov/if-you-are-sick/quarantine-isolation.html>

This policy was approved by the Temple Shalom Board of Directors on 8/20/2020. This policy and the information provided is subject to change.

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