

BLINN COLLEGE DISTRICT ADMINISTRATIVE REGULATIONS MANUAL

SUBJECT: *Quarantine Leave for Certain Law Enforcement*

EFFECTIVE DATE: October 10, 2025

BOARD POLICY REFERENCES: DEC

PURPOSE

A Blinn College District peace officer shall be granted quarantine leave when ordered by the local health authority, or the Chancellor or designee to quarantine or isolate due to possible or known exposure to a communicable disease while on duty. The purpose of this regulation is to provide for and maintain employment benefits for said employees.

DEFINITIONS

"Communicable disease" means a contagious/infectious illness for which the Centers for Disease Control and Prevention ("CDC&P") and/or Texas Department of State Health Services ("TDSHS") has issued an active guideline recommending quarantine for infected or exposed persons.

"Health authority" means a local health authority (e.g., county health department). The definition of a health authority does not include all physicians, only those who have been appointed under Texas Health and Safety Code Chapter 121.

"Peace officer" means an individual described by Article 2.12, Code of Criminal Procedure, who is elected for, employed by, or appointed by the College District and is licensed by the Texas Commission on Law Enforcement.

GUIDELINES

The paid leave and benefits provided by this regulation are only available to a College District peace officer who is ordered to quarantine or isolate for the period required by the local health authority or Chancellor or designee, working in accordance with the local health authority's guidance, due to a possible or known exposure to a communicable disease while on duty. An employee is required to provide a certification from the local health authority to validate the need for leave. This certification should include the number of days required for quarantine or isolate. If an employee fails to provide the required certification within a reasonable time, the employee may be denied paid leave or benefits. If the leave is ordered by the Chancellor or designee, this order must be in writing and said order must be provided to the employee and the College District HR Department.

If an employee is ordered to quarantine in accordance with this regulation, the employee will receive all employment benefits and compensation for the duration of the leave, including paid

leave accrual, pension benefits, and health plan benefits that the employee would customarily be provided on paid leave.

If an employee is ordered to quarantine in accordance with this regulation, the employee may request reimbursement for reasonable costs related to the quarantine, including lodging, medical treatment, and transportation by submitting a reimbursement request to the College District Human Resource office via email to the Assistant Director of Human Resources within five (5) business days after returning from the leave ordered under this regulation. An employee may be required to provide receipts or proof of payment with the request and may be denied reimbursement that the College District deems unreasonable or unrelated to quarantine.

The College District will not reduce an eligible employee's sick leave, vacation leave, holiday, or other paid leave balance for quarantine under this regulation.