EMPLOYER GUIDE TO
SCREENING & TESTING

Considerations for returning to school
As school districts evaluate how to best create a safe working environment to minimize the risk of COVID-19 transmission, it is important to understand the role both testing and symptom checking can play.

COVID-19 TESTS

PURPOSE
Detect the presence of the disease

WHEN TO USE
When an individual exhibits symptoms or has confirmed or suspected exposure to COVID-19

FREQUENCY
As needed

IMPORTANT NOTES
• Antigen and PCR/molecular diagnostic tests can diagnose the active COVID-19 infection at a moment in time. Even with a negative virus test, people may still have the virus (i.e. false negative) or become symptomatic at a later date.
• Serology tests detect the presence of antibodies produced after exposure to the virus. However, it remains uncertain whether individuals with antibodies are protected against reinfection with COVID-19, therefore the CDC does not recommend serology tests to determine when it is safe for a person to return to work.
• The continued strategy and reinforcement of screening, hygiene, social distancing and masks are critical.

RETURN-TO-SCHOOL SCREENING

PURPOSE
Evaluate the presence of symptoms

WHEN TO USE
Symptom Checking can help employers determine the risk of an individual entering a school building.

FREQUENCY
Daily

IMPORTANT NOTES
• Daily screenings can help a school district evaluate the presence of symptoms across their workforce, for the purposes of determining who should enter the school on a particular day.
• If symptoms are identified, an individual should follow protocols established by the employer and/or consult with a health care provider. Note that if individuals have been exposed to COVID-19, they may be able to spread the virus even though they do not experience symptoms early in the infection.
• The strategies outlined above should be combined with social distancing, mask utilization and vigilant hand washing/sanitizing in order to be effective at limiting COVID-19 transmission in the workplace.

KEEPING YOUR WORKFORCE SAFE:
Maintaining a safe work environment will require ongoing safety practices, as recommended by the CDC, OSHA, and state and local guidelines. For additional return-to-worksite resources please visit: https://www.cigna.com/coronavirus/employers/working-during-covid

The Institute for Health Metrics and Evaluation (IHME) research center at University of Washington Medicine provides health data in real-time of key COVID-19 metrics: https://covid19.healthdata.org/united-states-of-america
<table>
<thead>
<tr>
<th>TEST TYPE/TOOL</th>
<th>USE</th>
<th>ADMINISTRATION</th>
<th>LENGTH OF VALIDITY</th>
<th>OTHER CONSIDERATIONS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Antigen</td>
<td>Active infection</td>
<td>Swab</td>
<td>24 hours</td>
<td>Results typically delivered in 15 minutes. Not as accurate as PCR/molecular testing</td>
</tr>
<tr>
<td>PCR/molecular diagnostic</td>
<td>Active infection</td>
<td>Swab</td>
<td>24 hours</td>
<td>Results typically delivered in 1-5 days</td>
</tr>
<tr>
<td>Serological</td>
<td>Previous infection</td>
<td>Blood Test</td>
<td>Longer validity if presence of antibodies is confirmed</td>
<td>Not clear if antibodies confer immunity; can be inaccurate when COVID-19 prevalence in the community is low</td>
</tr>
</tbody>
</table>

**COVID-19 TESTS**

**RETURN-TO-SCHOOL SCREENING**

**A note about coverage:** Covered by Cigna (without cost sharing through 4/21/21) for diagnostic purposes. Must be FDA approved or Emergency Use Authorized (EUA), and CLIA lab-analyzed. Physician order recommended.

**A note about coverage:** Most standard benefit plans do not cover tests being conducted strictly for employment reasons (e.g., employment drug screenings, return-to-worksites), therefore COVID-19 tests performed for return-to-worksites will generally not be covered. The intention of the CARES Act legislation is to provide relief of cost share and coverage for people seeking medical care due to concerns/symptoms of COVID-19. It requires that commercial health benefit plans (including employer sponsored plans) waive customer cost share for certain COVID-19 testing during the public emergency period. The CARES Act does not pay for testing costs or cost share, nor does it cover testing for return-to-worksites purposes. Additionally, several tests promoted by vendors or online may not have FDA approval and would not be covered.

For a list of FDA Emergency Use Authorized (EUA) tests, please visit: https://www.fda.gov/medical-devices/emergency-situations-medical-devices/emergency-use-authorizations

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