

NEW COVID-19 POLICIES FOR YOUR PROTECTION

Due to the escalation of the COVID-19 pandemic and new government orders with which Temple Ohev Sholom must comply, the Board of Trustees closed the building as of Thanksgiving to everyone, including employees, except for very specific tasks that cannot be done remotely. Our Hanukkah programming, described in a letter to the congregation dated November 16, 2020, is not affected due to protocols already in place under medical guidance.

The board also adopted the important policies below. Please read and comply in order to help protect the health and safety of our temple family. If you have any questions, please contact our temple president, Rob Teplitz, who has also been leading our COVID-19 Response Committee since March. Thank you in advance for your cooperation and support.

COVID-19 POLICY NO. 1

1. **ENTERING THE BUILDING:** Everyone entering the building must sign in on a sheet inside the first set of main doors (name, phone number, purpose of visit, date, and time), self-certify they have not experienced the listed symptoms of COVID-19 within the previous 48 hours, and sign out with the time when they leave.
2. **INSIDE THE BUILDING:** Everyone inside the building must wear a mask and maintain a distance of six feet from others at all times. This rule does not apply if a person is completely alone in an enclosed room, nor does it prohibit the rabbi and organist from recording videos for the congregation in a responsible manner.
3. **SYMPTOMS:** All employees must notify the board president immediately upon experiencing symptoms of COVID-19, immediately upon scheduling a test, and immediately upon receiving the results of the test. This rule also applies to board members and volunteers who have been in the building within 14 days of experiencing symptoms of COVID-19. All employees, board members, and volunteers are encouraged to download and use the state's COVID-19 Alert PA application on their phones.
4. **STATUS:** This policy does not change the status of the building, which remains closed to non-employees.
5. **DISTRIBUTION:** This policy shall be posted with the sign-in sheet and also individually distributed to all full- and part-time employees, independent contractors, and board members, with a request that they acknowledge their receipt and understanding in writing.

Adopted by the Board of Trustees, Nov. 11, 2020

COVID-19 POLICY NO. 2

Whereas the Board of Trustees of Temple Ohev Sholom acknowledges the serious, complex and rapidly changing nature of the current COVID-19 public health crisis, and desiring to be exemplary stewards of both our congregation's health and safety as well as that of our community, we do hereby take the following action:

1. Adopt and incorporate by reference all current and future Orders, Policies, and Regulations from governmental entities relevant to the ongoing operation of our Temple

and the conduct of our full- and part-time employees, contractors, board members, volunteers, and congregants during the public health crisis, including, but not limited to, Orders, Policies, and Regulations issued by The Office of the Governor of Pennsylvania and the Secretary of the Pennsylvania Department of Health;

2. Acknowledge that all future such governmental Orders, Policies, and Regulations shall be de facto adopted by Temple Ohev Sholom as if duly voted upon and authorized by the Board of Trustees unless a concern regarding said Order, Policy, or Regulation is submitted to the Temple President in writing by three or more members of the Board of Trustees;
3. State the Board of Trustees' express intention that all of Temple Ohev Sholom's full- and part-time employees, contractors, board members, volunteers, and congregants shall abide by said Orders, Policies, and Regulations to the extent applicable to their employment, service, or direct interaction with Temple Ohev Sholom;
4. Authorize the Executive Committee to oversee the creation and adoption of an Employee, Contractor & Congregant Handbook that unifies and organizes Temple Ohev Sholom's existing policies and incorporates by reference all pertinent governmental Orders, Policies, and Regulations as noted above; and
5. Authorize the Temple Ohev Sholom Ad Hoc COVID-19 Response Committee to issue summary or clarifying statements regarding governmental Orders, Policies, and Regulations.

The Orders, Policies, and Regulations issued by the Commonwealth of Pennsylvania that are incorporated herein by reference can be found at <https://www.pa.gov/guides/responding-to-covid-19/>.

This policy builds upon COVID-19 Policy No. 1, adopted by the Board of Trustees on November 11, 2020, and both policies shall remain in effect until such time as they are revoked in whole or part by the Temple Ohev Sholom Board of Trustees.

Adopted by the Board of Trustees, Nov. 25, 2020