

November 2022:

This is the current iteration of the temporary policy of the Joint Cantorial Placement Commission regarding in-person/on-site interviews. In-person/on-site interviews and visits are again permitted, subject to the following requirements and guidelines. In order to participate in the placement process, all cantorial candidates and all searching congregations must sign the affirmation below, committing to follow these conditions.

**Joint Cantorial Placement
Commission In-Person Interview
Covid-19 Safety Requirements and
Affirmation Form Revised
November 2022**

The Joint Cantorial Placement Commission (“JCPC”) made up of representatives of the American Conference of Cantors (“ACC”), Hebrew Union College – Jewish Institute of Religion (“HUC-JIR”), and the Union for Reform Judaism (“URJ”), was formed several decades ago in order to establish policies and procedures that advance a fair, orderly and dignified process of placing ACC member cantors in URJ member congregations. The policies and procedures of the JCPC are designed to support equity in the search process for both cantors and congregations in placement.

Please note that these requirements and guidelines are subject to change at any time should the status of the pandemic warrant it.

The JCPC is committed to the needs of both cantors and congregations and holds in the highest regard the sanctity of the relationship between cantor and the congregation they serve. The JCPC adheres to the highest values of equity and *pikuach nefesh*, saving lives.

We have created these safety requirements and guidelines for on-site visits during the 2022-2023 cantorial search and placement cycle. We know there are no easy answers and that there are many important values to consider. We are committed to overseeing a placement process that is fair and safe.

An equitable process must account for the needs of all potential candidates, including those whose personal or family medical situations may raise concerns about in-person/on-site visits. Congregations are urged to be sensitive to these needs. Even at the height of the pandemic, when in-person/on-site visits were not permitted, congregations concluded successful searches relying exclusively on virtual interviews, and we advise congregations to remain flexible in their approach to the search process to ensure the safety of all concerned.

The requirements outlined here do not supersede more stringent requirements, whether those requirements are federal, state, or local mandates or the policies and procedures adopted by a synagogue in which a search is occurring. We ask that congregations adhere to the most stringent health and safety requirements in effect at the time of the visit. All congregations in search and all cantors participating in the search process will be required to provide the ACC Department of Placement with a signed statement of agreement to adhere to these requirements.

While the requirements listed below speak to the candidate, they apply equally to the candidate's spouse or partner if they accompany the candidate on the visit.

Requirements:

1. All local, state, and federal guidelines and all COVID-related policies and procedures of the synagogue in search must be followed, with the strictest guidelines taking precedence if guidelines are inconsistent.
2. Candidates should be housed in a hotel that follows extant CDC guidelines.
3. Masking is optional. However, if a participant requests others to mask they should respectfully do so.
4. In-person visits will usually include multiple meals between candidates and members/staff of a congregation. Individuals dining together must take a rapid COVID test the day of each meal. In some cases, this will require testing on successive days.
5. If an individual recently had COVID-19, the following must apply before they can be with others during an in-person visit:
 - a. At least ten days has passed since the first full day of symptoms or first full day after a positive COVID test, whichever comes first, and symptoms (excluding loss of taste and smell) improved OR
 - b. Two negative rapid antigen tests separated by at least 48 hours if symptoms resolved. First test not to be sooner than day 5 (as calculated above).
 - c. If an individual was recently exposed to COVID-19 (*see below for understanding exposure), they may not participate until 10 days after the last day of possible exposure.

*Exposure means close contact with an individual known to have COVID-19 or close contact with an individual within 48 hours of disease onset (symptoms or positive test). Note that if living in the same household as an individual with COVID-19, this implies ongoing exposure and the 10 day period does not start until the last day of exposure.

**Affirmation for the
Joint Cantorial Placement Commission**

For Congregations in Search:

This is to attest to the Joint Cantorial Placement Commission that on behalf of Congregation _____, I hereby affirm that I have read the *Joint Cantorial Placement Commission's In-Person Interview Covid-19 Safety Requirements* as outlined above and agree to abide by all of the stated requirements.

Signature of President and Date

Name of President

For Cantors in Placement:

This is to attest to the Joint Cantorial Placement Commission that I hereby affirm that I have read the *Joint Cantorial Placement Commission's In-Person Interview Covid-19 Safety Requirements* as outlined above and agree to abide by all of the stated requirements.

Signature of Cantor and Date

Name of Rabbi