



# COVID-19 PREVENTION PROGRAM

Revised August 2021

COVID-19 Prevention Program (IIPP) for Conejo Valley Unified School District.

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## 1. Purpose

- a. In an effort to protect the health and safety of our employees, the Conejo Valley Unified School District (“District”) has revised their COVID-19 Prevention Program (“CPP”), which is intended to provide information related to the prevention of coronavirus, describe procedures and safe practices to keep employees and students safe and to help prevent the spread of coronavirus in the workplace, in order to fully comply with the latest safety orders issued by Cal OSHA .

## 2. Scope

- a. This program applies to all employees and contains general prevention and best practices as well as procedures related to COVID-19 in the District's workplace.
- b. This program can also be implemented during a declared outbreak, epidemic, or pandemic of other infection disease for which public health officials have issued guidelines and recommendations including H1N1 influenza (swine flu), H5N1 influenza (avian flu), Norovirus, Methicillin Resistant Staphylococcus Aureus (MRSA) and Tuberculosis
- c. This program can help keep staff healthy during an outbreak including during cold and flu season.
- d. This program does not apply to employees while working from home.

## 3. Authority and Responsibility

### a. Program Manager

The Superintendent and his designees have overall authority and responsibility for implementing the provisions of this CPP in our workplace.

- b. In addition, all site administrators, principals, managers, and supervisors are responsible for implementing and maintaining the CPP in their assigned work areas and for ensuring employees receive answers to questions about the program.

### c. Employee Responsibilities

- 1) All employees are responsible for using safe work practices, following all directives, policies and procedures, and assisting in maintaining a safe work environment.
- 2) Employees must immediately report any symptoms of COVID-19 they experience whether the symptoms developed while at work or elsewhere. Employees must also promptly disclose if they have a positive COVID-19 test or are a close contact to someone testing positive for COVID-19.
- 3) An employee must stay home if they are sick, get tested as necessary, follow public health agency guidelines, and contact their supervisor or manager for further instructions.
- 4) Employees must cooperate with any investigation related to the onset of illness, date of symptoms, others with whom the employee had close contact, and coronavirus testing among other topics.

## 4. Definitions

### a. COVID-19 Case: person who:

- 1) Has a positive "COVID-19 test" as defined,
- 2) Is subject to COVID-19-related order to isolate issued by a local or state health official, or

- 3) Has died due to COVID-19, in the determination of a Ventura County Public Health Department or is included in the COVID-19 statistics of Ventura County.
- b. Close contact: being within six feet of a COVID-19 case for a cumulative total of 15 minutes or greater in any 24-hour period within or overlapping with the “high-risk exposure period” as defined. This definition applies regardless of the use of face coverings.

Exception: Employees have not had a close contact if they wore a respirator required by the employer and used in compliance with manufacturer’s instructions, whenever they were within six feet of the COVID-19 case during the high-risk exposure period.

- c. COVID-19 Test: a viral test for SARS-CoV-2 that is:
  - 1) Approved by the United States Food and Drug Administration (FDA) or has an Emergency Use Authorization from the FDA to diagnose current infection with the SARS-CoV-2 virus; and
  - 2) Administered in accordance with the FDA approval or the FDA Emergency Use Authorization as applicable.
- d. Exposed Group: all employees at a work location, working area, or a common area at work, where an employee COVID-19 case was present at any time during the high-risk exposure period. A common area at work includes bathrooms, walkways, hallways, aisles, break or eating areas, and waiting areas.
  - 1) The following exceptions apply:
    - a) For the purpose of determining the exposed group, a place where persons momentarily pass through while everyone is wearing face coverings, without congregating, is not a work location, working area, or a common area at work.
    - b) If the COVID-19 case was part of a distinct group of employees who are not present at the worksite at the same time as other employees, for instance a work crew or shift that does not overlap with another work crew or shift, only employees within that distinct group are part of the exposed group.
    - c) If the COVID-19 case visited a work location, working area, or a common area at work for less than 15 minutes during the high-risk exposure period, and the COVID-19 case was wearing a face covering during the entire visit, other people at the work location, working area, or common area are not part of the exposed group.
  - 2) An exposed group may include the employees of more than one employer
- e. Fully Vaccinated: An employee is considered fully vaccinated for COVID-19: two weeks or more after they have received the second dose in a 2-dose vaccination series or two weeks or more after they have received a single-dose vaccine.
- f. High-Risk Exposure Period:
  - 1) For COVID-19 cases who develop COVID-19 symptoms: from two days before they first develop symptoms until 10 days after symptoms first appeared, and 24 hours

- have passed with no fever, without the use of fever-reducing medications, and symptoms have improved; or
- 2) For persons who test positive who never develop COVID-19 symptoms: from two days before until ten days after the specimen for their first positive test for COVID-19 was collected.
- g. Outbreak:
- 1) When there are three or more COVID-19 cases in any workplace within a 14-day period, or
  - 2) A place of employment that has been identified by Ventura County Public Health Department as the location of a COVID-19 outbreak.
  - 3) An outbreak ends when there are no new COVID-19 cases detected in a workplace for a 14-day period.
  - 4) For workers' compensation purposes:
    - a) the employer has 100 employees or fewer at a specific place of employment, 4 employees test positive for COVID-19;
    - b) If the employer has more than 100 employees at a specific place of employment, 4 percent of the number of employees who reported to the specific place of employment, test positive for COVID-19; or
    - c) A specific place of employment is ordered to close by Ventura County Public Health Department (VCPH), the California Department of Public Health (CDPH), the Division of Occupational Safety and Health (Cal/OSHA), or a school superintendent/charter school administrator due to a risk of infection with COVID-19.
- h. Major Outbreak: when there are 20 or more COVID-19 cases in any workplace within a 30-day period.
- 1) A major outbreak ends when there are no new COVID-19 cases detected in a workplace for a 14-day period.
- i. Protective wear includes face coverings and equipment typically considered personal protective equipment
- j. Worksite
- 1) Any work location, working area, or common area at work, including restrooms, walkways, hallways, aisles, break or eating areas, and waiting areas used or accessed by the COVID-19 case.
  - 2) The building, store, facility, agricultural field, or other location where a worker worked during the infectious period. It does not apply to buildings, floors, or other locations of the employer that a COVID-19 case did not enter.
  - 3) Examples: Schools, school buildings, offices, office buildings, maintenance and operations facilities, transportation facilities, and other local educational agency facilities

## 5. System for Communicating

- a. The District will ask employees to report the following to their supervisor:
  - 1) COVID-19 symptoms,
  - 2) Possible close contact, and
  - 3) Possible COVID-19 hazards at the district or school sites.
  - 4) LEA will not discriminate or retaliate for reporting symptoms, exposure, or hazards.
- b. Provide information regarding procedures or policies for accommodating employees with medical or other conditions that put them at increased risk of severe COVID-19 illness.
- c. Provide information to ensure access to COVID-19 testing.
  - 1) Testing as required by state law, regulation, or state or local public health order, the district or charter school shall inform affected employees of their obligation to be tested and the possible consequences of a positive test.
- d. Communicate information about COVID-19 hazards and the employer's COVID-19 policies and procedures to employees and to other employers, persons, and entities within or in contact with the employer's worksite.
  - 1) Give notice of the potential close contact, within one business day, in a way that does not reveal any personal identifying information of the COVID-19 case, to the following:
    - a) All employees who may have had close contact and their authorized representatives.
    - b) Independent contractors and other employers present at the worksite during the high-risk exposure period.
    - c) The District will provide a written notice (email is to be considered written notice) to all employees, and the employers of subcontracted employees, who were on the premises at the same worksite as the qualifying individual within the infectious period that they may have been exposed to COVID-19, in a manner the employer normally uses to communicate employment-related information.
    - d) Provide a written notice to the exclusive representative, if any, of employees who have received notification.
    - e) Notification must include information regarding COVID-19-related benefits to which the employee may be entitled under applicable federal, state, or local laws.
      - FMLA/CFRA (Family Medical Leave Act/California Family Rights Act Leave)
      - California COVID-19 Supplemental Paid Sick Leave
      - Available Sick Leave/ Paid Time Off (PTO)
      - Negotiated leave provisions
      - Workers Compensation

- f) Notification must include information on the cleaning and safety plan that the employer plans to implement and complete per the guidelines of the federal Centers for Disease Control.
- 2) Confidentiality
    - a) Personal identifying information of COVID-19 cases or persons with COVID-19 symptoms shall be kept confidential. All COVID-19 testing or related medical services provided by the District shall be provided in a manner that ensures the confidentiality of employees.
      - Exception: Unredacted information on COVID-19 cases shall be provided to the VCPH, CDPH, Cal/OSHA, National Institute for Occupational Safety and Health (NIOSH), or as otherwise required by law immediately upon request.
    - b) Ensure that all employee COVID-19 medical records are kept confidential and are not disclosed or reported without the employee's express written consent to any person within or outside the workplace.
      - EXCEPTION 1: Unredacted medical records shall be provided to the VCPH, CDPH, Cal/OSHA, NIOSH, or as otherwise required by law immediately upon request.
      - EXCEPTION 2: This provision does not apply to records that do not contain individually identifiable medical information or from which individually identifiable medical information has been removed.
  - e. If a staff member has had close contact, they should:
    - 1) Call in sick, notifying their supervisor/HR
    - 2) Self-quarantine at home for 10 days
    - 3) Inform their supervisor of possible exposure to co-workers
  - f. When a staff member becomes sick at school or the office:
    - 1) Staff member should be sent home immediately
    - 2) Staff member must be rapidly tested and provided instructions while waiting for test results
    - 3) Staff member should monitor their health
    - 4) Call in sick as necessary.
  - g. Employees that return to work following an illness promptly report any recurrence of symptoms
6. Identification and evaluation of COVID-19 hazards
    - a. Conejo Valley Unified School District takes seriously its obligation to locate, identify and correct potential COVID-19 hazards in the workplace. The following will be implemented:

- 1) Review applicable orders and general and industry-specific guidance from the State of California, Cal/OSHA, and VCPH related to COVID-19 hazards and prevention.
  - 2) Conduct workplace-specific assessment of COVID-19 hazards and controls in accordance with agency guidance and job specific exposures
  - 3) Evaluate existing COVID-19 prevention controls in our workplace and the need for different or additional controls as outlined in section 12.
  - 4) Evaluate employees' potential workplace exposures to all persons at, or who may enter, our workplace.
  - 5) Conduct monthly inspections using the COVID-19 Inspections form.
- b. Employee Participation
- 1) Employees and their authorized employees' representatives are encouraged to participate in the identification and evaluation of COVID-19 hazards by:
    - a) Making recommendations for improvement for evaluation and control of COVID-19 hazards. Employees may use their name or remain anonymous.
    - b) The District has elected to use a COVID-19 Reopening Strategic Planning Committee to discuss safety and health including identification, evaluation, and control of COVID-19 hazards.
- c. Employee screening
- a) Employees are provided with information on self-screening and instructed to not report for work if they have any symptoms of COVID-19 that cannot be clearly attributed to non-COVID-19 health conditions.
7. Investigating and responding to COVID-19 cases in the workplace
- a. The following procedures shall be taken in advance of a report of a COVID-19 case and after their report to help identify employees who may have had close contact:
    - 1) To facilitate contact tracing, itinerate employees will check in and out with the front office when visiting a district worksite.
    - 2) When a report is made of a positive test of symptoms identified by a health care professional, the COVID-19 case will be excluded from the worksite and interviewed to establish:
      - a) Last date they have been at the work site
      - b) Dates COVID-19 Case tested positive or first experience symptoms
      - c) With whom they have been in contact
      - d) What other work sites they may have visited
    - 3) Determine who may have been exposed
      - a) Review sign in logs
      - b) Consider COVID-19 Case primary worksite

- c) Review report for additional locations
- 4) Report the case to VCPH using their format
- b. Responding to COVID-19 cases
  - 1) COVID19 cases and exposed employees and students will be excluded in accordance with sections 14 and 15 of this program.
  - 2) Notify all staff who have been at the worksite with the qualified individual during the infectious period in accordance with Section 5, System for Communicating.
  - 3) Ensure COVID-19 tests are available to employees who were exposed at the worksite
    - a) Exposed employees:
      - Testing provided at no cost to the employees
      - Employees are permitted to go to a testing site during work hours and the District will assist with scheduling as needed
      - All information received in connection with testing and reporting shall be kept confidential except for reports to VCPH as required.
    - b) Non-exposed employees will be directed to VCPH testing sites.
  - 4) Investigate whether any workplace conditions could have contributed to the risk of COVID-19 close contact and what could be done to reduce exposure to COVID-19 hazards in accordance with Section 6 of this program.
  - 5) Hazard correction will occur in accordance with Section 8 of this program and paragraph 16.e.3), if applicable.
  - 6) Clean and disinfect all areas the qualified individual has occupied to help prevent the spread of the virus in accordance with paragraph 12.b.6) of this program.
  - 7) Notification to VCPH will be sent according to paragraph 13.a.1) of this program and paragraph 16.f. if applicable.
  - 8) Notification to Cal/OSHA will be sent according to paragraph 13.a.2) of this program, if applicable.
  - 9) All employee COVID-19 Cases will be reported to the workers' compensation claims administrator, LWP, using the report form supplied by the administrator.
8. Correction of COVID-19 hazards
  - a. Unsafe or unhealthy work conditions, practices or procedures shall be corrected in a timely manner based on the severity of the hazards.
  - b. Hazards shall be corrected according to the following procedures:
    - 1) When observed or discovered; and
    - 2) Corrected in a timely manner based on the severity of the hazards
  - c. Hazard correction is implemented through:
    - 1) Training and instruction



- 2) Maintenance work orders
- 3) Purchasing of necessary cleaning and sanitizing supplies, restroom supplies, hand sanitizer, and/or sanitizing wipes;
- 4) Direct, verbal or written communication with employees and when necessary.

## 9. Training and instruction

### a. Training and instruction will include the following:

- 1) The District's COVID-19 policies and procedures to protect employees from COVID-19 hazards
- 2) Information regarding COVID-19-related benefits to which the employee may be entitled under applicable federal, state, or local laws.
  - a) This includes any benefits available:
    - FMLA/CFRA (Family Medical Leave Act/California Family Rights Act Leave)
    - Available Sick Leave/ Paid Time Off (PTO)
    - Negotiated leave provisions
    - Workers Compensation
- 3) COVID-19 transmission:
  - a) The fact that COVID-19 is an infectious disease that may be spread through the air when an infectious person talks or vocalizes, sneezes, coughs, or exhales;
  - b) That COVID-19 may be transmitted when a person touches a contaminated object and then touches their eyes, nose, or mouth, although that is less common;
  - c) That an infectious person may have no symptoms.
- 4) The fact that particles containing the virus may be able to travel more than six feet, especially indoors, so physical distancing must be combined with other controls, including face coverings and hand hygiene, to be effective.
- 5) The importance of frequent hand washing with soap and water for at least 20 seconds and when there is no immediate access to a hand washing station, use hand sanitizer with the fact that hand sanitizer alone does not work if the hands are soiled.
- 6) Proper use of face coverings and the fact that face coverings are not respiratory protective equipment.
- 7) COVID-19 symptoms, and the importance of not coming to work and obtaining a COVID-19 test if the employee has COVID-19 symptoms.
- 8) On the recommended use of Personal Protective Equipment (PPE), as applicable job tasks, including the donning, doffing, use, limitations, and replacement of this equipment.

- 9) The right of employees that are not fully vaccinated to request a N 95 Filtering Face Mask for voluntary use, without fear of retaliation, and our policies for providing the N 95 Filtering Face Masks. Employees voluntarily using N 95 Filtering Face Masks will be trained as follows:
  - a) How to properly wear them,
  - b) How to perform a seal check according to the manufacturer's instructions each time a N 95 Filtering Face Mask is worn, and the fact that facial hair can interfere with a seal,
  - c) Provide a copy of Appendix D of California Code of Regulations, Title 8, Section 5144.
10. Physical distancing
  - a. During an outbreak or major outbreak, all employees in the exposed group, and visitors to that worksite will be separated from other persons by at least six feet.
  - b. Physical distancing will be maintained when required face coverings cannot be worn indoors.
11. Face coverings
  - a. The District will provide face coverings and ensure they are worn by all employees who are not fully vaccinated when indoors and in vehicles.
    - 1) Face coverings are optional outdoors in all settings.
  - b. Employees and other adults are required to wear face coverings when sharing indoor spaces with students.
  - c. During an outbreak or major outbreak, all employees in the exposed group, and visitors to that worksite will be required to wear face coverings.
  - d. A face covering is worn over the nose and mouth, not under the nose or under the chin.
    - 1) Centers for Disease Control and Prevention (CDC) **does not recommend** using masks with exhalation valves or vents because this type of mask may not prevent a person from spreading COVID-19 to others. The valve or vent may allow respiratory droplets to escape and reach others.
  - e. Face coverings are to be clean and undamaged.
  - f. Face shields are not a replacement for face coverings, although they may be worn together with a face mask for additional protection.
  - g. Exemptions for required wearing of face coverings include:
    - 1) When an employee is alone in a room or vehicle;
    - 2) While eating and drinking, provided employees are at least six feet apart and outside air supply to the area, if indoors, has been maximized to the extent possible;

- 3) Employees wearing respiratory protection in accordance with a written Respiratory Protection Program or other written program required by Cal/OSHA;
- 4) Employees who cannot wear face coverings due to a medical or mental health condition or disability, or who are hearing-impaired or communicating with a hearing-impaired person;
- 5) In limited situations where a face covering cannot be used for pedagogical or developmental reasons a face shield with a drape can be used instead of a face covering while in the classroom as long as the wearer maintains physical distance from others.
  - a) This exception is limited to the time period in which such tasks are actually being performed.
- 6) Other Specific tasks which cannot feasibly be performed with a face covering due to the covering restricting sufficient respiration and/or becoming a hazard to the wearer.
  - a) Example: Because of difficulty breathing during high intensity activities in departments such as maintenance, grounds, custodial.
  - b) The unmasked employee shall be at least six feet away from all other persons unless unmasked employees are tested at least twice weekly for COVID-19.
- h. Employees exempted from wearing face coverings due to a medical condition, mental health condition, or disability will wear an effective non-restrictive alternative, such as a face shield with a drape on the bottom, if their condition or disability permits it. Student and staff who are exempt from wearing either a face covering or face shield with drape due to medical reasons or disability will be permitted to be on campus only if alternative control measures can adequately provide a reasonable level of protection for other students and employees. Each need for an accommodation will be individually evaluated. Remote learning or work, if available, are considered to be a reasonable accommodation for students and staff, respectively, in cases where adequate and reasonable alternative control measures are unavailable.
- i. Face Covering Alternative for Instructional Purposes: Per CDPH guidelines, teachers can use face shields, if available, which enable younger students to see their teachers' faces and to avoid potential barriers to phonological instruction. Staff must maintain a 6 foot distance from others while wearing this alternative face covering and return to wearing a cloth or disposable mask outside of the classroom. Face masks with a clear section over the mouth will also be made available if supply resources permit.
- j. Any employee required to, but not wearing a face covering, face shield with a drape or other effective alternative, or respiratory protection, for any reason, shall be at least six feet apart from all other persons.
- k. Any employee may wear a face covering when not required by a law, regulation, or health order, unless it would create a safety hazard, such as interfering with the safe operation of equipment.
- l. Signs will be posted at each entrance to communicate to non-employees the face coverings requirements on the premises.

## 12. Other engineering controls, administrative controls, and personal protective equipment

### a. Engineering Controls

- 1) To the extent feasible, the quantity of outside air for buildings with mechanical or natural ventilation systems will be enhanced by:
  - a) The heating ventilation and air conditioning (HVAC) system has been adjusted to allow maximum outside air.
  - b) HVAC systems are kept running 2 hours before, during, and 2 hours after business hours to increase air flow dilution and filtration.
  - c) Opening doors and windows when weather permits, and the outdoor Air Quality Index is less than 100.
  - d) Portable fans are being used to increase the infusion of fresh air into interior rooms and hallways for rooms without exterior doors and windows.
- 2) Portable HEPA filtration units have been purchased for use in rooms with a higher risk of COVID-19 aerosol spread (e.g. Health Evaluation Rooms and SPED treatment rooms) and interior classrooms where there is limited ability to increase the infusion of fresh air.
- 3) The HVAC system air filters will be upgraded to MERV 13 or the highest efficiency compatible with the system.
- 4) Solid, clear partitions have been installed and are available for installation, to augment, not replace, the protection afforded by physical distancing.

### b. Administrative Controls and Safe Practices (these are implemented based on the level of community transmission, outbreak, and at the direction of VCPH)

- 1) Working remotely, when available and in alignment with business needs.
- 2) Meetings held remotely
- 3) Stable cohorts of students to reduce risk of spread of COVID-19
- 4) Visual cues such as signs and floor markings to indicate where employees and others should be located or their direction and path of travel.
- 5) One-directional hallways;
- 6) Scheduled and Periodic Cleaning and Disinfecting
  - a) Frequently touched surfaces at offices, classrooms and on school buses are to be cleaned at least daily by staff.
  - b) Frequently touched surfaces in the school include, but are not limited to:
    - Door handles,
    - Light switches,
    - Sink handles,
    - Restroom surfaces,

- Tables and desks,
  - Shared Telephone handsets/headsets
  - Chairs at shared workstations
  - Steering wheels of shared vehicles
- c) Buses will be thoroughly cleaned daily and disinfected after transporting any individual who is exhibiting symptoms of COVID-19. Daily cleaning and disinfecting as specified has been added to the agreement with contracted transportation providers.
- d) Only disinfecting products on the Environmental Protection Agency (EPA) approved list “N” will be used.
- e) Shared tools and equipment
- Where there must be sharing of common equipment, such as photo copiers, cleaning wipes will be available so that employees can clean the items between users.
  - Disposable gloves will be available for use by employees when handling equipment or material that cannot be practically cleaned between users.
  - Sharing of vehicles will be minimized to the extent practical, and cleaning wipes will be available so that a driver can sanitize high-touch points (for example, steering wheel, door handles, seatbelt buckles, armrests, shifter, etc.) between users.
- 7) Cleaning and Disinfecting after a COVID-19 case
- a) The area used by the COVID-19 case will be closed off from use.
- b) Doors and windows will be opened, if possible, to increase air circulation.
- c) The affected area will be left vacant for 24 hours or as long as possible before cleaning.
- d) All areas used by the COVID-19 case will be cleaned and disinfected including offices, classrooms, restrooms, common areas, and shared equipment such as computers, photo copiers, touch screens, keyboards, etc.
- e) Only disinfecting products approved for use against COVID-19 on the Environmental Protection Agency (EPA) approved list “N” will be used.
- f) Soft surfaces will be misted using an electrostatic sprayer or vacuumed with a vacuum equipped with a HEPA filter.
- g) If more than seven days since the COVID-19 case visited or used the affected area, additional cleaning and disinfection will be determined unnecessary.
- 8) Healthy Hygiene Practices

- a) Employees and students are encouraged to wash their hands frequently throughout the day. Employees are instructed to wash their hands when:
  - They arrive at the facility and before they leave the facility
  - Before and after handling food, feeding a child, or eating
  - Before and after changing a diaper, or helping a child use the bathroom (also wash the child's hands after helping the child use the bathroom or changing their diaper)
  - After helping a child wipe their nose or mouth
  - Before and after providing first aid
  - After working in sandboxes and similar children's play areas
  - Before and after giving medicine to a child
  - After handling wastebaskets or garbage
  - After cleaning surfaces
  - Before and after using a toilet or urinal
  - After coughing or sneezing
  - Before and after classes where they handle shared items such as art or career technology
- b) Employees and students are encouraged to wash their hands for 20 seconds with soap, rubbing thoroughly after application.
  - Employees are advised that frequent handwashing is more effective than the use of hand sanitizers.
  - The District does not purchase soap products marketed as "antimicrobial" are they are not recommended by the CDPH.
  - An adequate number of restrooms with sinks and soap will be provided per the California Plumbing Code. Areas without soap and water will be provided with hand sanitizer.
- c) Employees and students are encouraged to use fragrance-free hand sanitizer when handwashing is not practicable.
  - Sanitizer must be rubbed into hands until completely dry.
  - Sanitizer containing methanol (methyl alcohol) is prohibited.
- d) Employees and students are encouraged to avoid contact with one's eyes, nose, and mouth.
- e) Employees and students are encouraged to use tissue to wipe their nose and to cough/sneeze inside a tissue or their elbow.
- f) Any employees exhibiting symptoms should immediately be required to wear a face covering and should go home or to a healthcare facility, as soon as practicable
- g) Any students exhibiting symptoms should immediately be required to wear a face covering and be required to wait in an Health Evaluation Room until they can be transported home or to a healthcare facility, as soon as practicable.

c. Personal Protective Equipment

- 1) Personal protective equipment will not be shared.
- 2) Protective gloves will be supplied to:
  - a) Nurses, health technicians, and/or office staff attending ill or injured students or assisting with medical needs of special education students.
  - b) Custodians and other employees who use cleaning and sanitizing products, other than surface wipes.
  - c) Special education teachers and Para educators who assist students with personal needs or assisting with medical needs of special education students.
  - d) Food service employees involved in the preparation and/or distribution of food.
  - e) Employees who are receiving items from students, parents, or the general public.
- 3) Goggles or safety glasses will be supplied to:
  - a) Nurses, health technicians, and/or office staff attending ill or injured students or assisting with medical needs of special education students.
  - b) Custodians and other employees who use cleaning and sanitizing products, other than surface wipes.
  - c) Special education teachers and Para educators who assist students with personal needs or assisting with medical needs of special education students.
- 4) Face shield (worn with a face mask) will be supplied to:
  - a) Any staff who must work in close proximity with another person including teachers, Para educators, nurses, and staff involved with wellness checks.
  - b) Any staff who feel that they need additional protection for their eyes and face.
- 5) Face shield with drape will be supplied to:
  - a) Staff who are hearing-impaired or communicating with a hearing-impaired person.
  - b) Employees who cannot wear face coverings due to a medical or mental health condition or disability.
- 6) Respiratory protection
  - a) N 95 filtering face masks will be available for voluntary use to all employees who are not fully vaccinated and who are working indoors or in vehicles with more than one person.
    - Provide training as indicated in Section 9 of this program
  - b) Provide a copy of Appendix D of California Code of Regulations, Title 8, Section 5144.
  - c) Respiratory protection is appropriate in the following situations:

- The physical distancing requirements are not feasible with special education students who cannot wear face coverings due to a medical or mental health condition or disability.
  - During procedures for special education students that may aerosolize potentially infectious material such as saliva or respiratory tract fluids.
- d. Testing of Symptomatic Employees
- 1) The District has coordinated with Ventura County to provide free testing for employees with COVID-19 symptoms who are and are not fully vaccinated.
13. Reporting, recordkeeping, and access
- a. Reporting
- 1) A Positive case involving a student or employee on campus will be reported to the VCPH using the School Portal for Outbreak Tracking (SPOT).
  - 2) Positive employee cases will be reported to the claims administrator (LWP) using their form.
  - 3) A serious illness (as defined) or death of an employee, including a COVID-19 serious illness or death, will be report immediately, but not more than eight hours, to Cal/OSHA. “Serious illness” means any illness occurring in a place of employment or in connection with any employment that requires inpatient hospitalization for other than medical observation or diagnostic testing. Exception: This reporting does not apply to employees while working from home.
- b. Recordkeeping
- 1) Maintain records of the steps taken to implement our written COVID-19 Prevention Program including the following:
    - a) A log of written notifications of employee positive cases
    - b) Retain a copy of the “VCPH Initial Screening Form” for all employee COVID-19 cases beginning when the form was distributed by VCPH for use
    - c) Identification of COVID-19 Hazards form
    - d) COVID-19 Inspections form
    - e) Documentation that hazards are corrected,
    - f) Employee training and instruction records
    - g) Vaccination status of employees – Employees will be asked to self-attest as to their vaccination status. Employees who decline to self-attest will be considered unvaccinated.
  - 2) These records will be maintained at least three years.
- c. Access



- 1) Make this written COVID-19 Prevention Program available to employees, authorized employee representatives by posting a copy on the District's website, and to representatives of Cal/OSHA immediately upon request.
  - 2) The information will be made available to employees, authorized employee representatives, or as otherwise required by law, with personal identifying information removed.
14. Exclusion of COVID-19 cases and employees who had close contact
- a. Where there is a COVID-19 case at the District, transmission will be limited by:
    - 1) Ensuring that COVID-19 cases are excluded from the workplace or classroom until return-to-work criteria are met;
    - 2) Exclude asymptomatic employees with close contact from the workplace for 10 days after the last known close contact to a COVID-19 case provided that the employee can self-monitor for COVID-19 symptoms through day 14 and if symptoms occur, immediately self-isolate and contact their local public health department or healthcare provider and seek testing and adhere strictly to all recommended non-pharmaceutical interventions, including consistent use of face coverings and maintaining a distance of at least 6 feet from others.
      - a) Exception: an exposed employee who has been fully vaccinated and who does not develop symptoms of COVID-19, does not need to be excluded from the workplace.
    - 3) To reduce exposure to employees and other students, asymptomatic students with close contact will be excluded from the classroom for 10 days after the last known close contact to a COVID-19 case provided that the student's parents can self-monitor for COVID-19 symptoms through day 14 and if symptoms occur, immediately self-isolate and contact their local public health department or healthcare provider and seek testing and adhere strictly to all recommended non-pharmaceutical interventions, including consistent use of face coverings and maintaining a distance of at least 6 feet from others.
      - a) Exception: an exposed student who has been fully vaccinated and who does not develop symptoms of COVID-19, does not need to be excluded from the workplace.
      - b) Exception: if both students were wearing a face covering in the indoor classroom setting, unvaccinated students who are close contacts may undergo a modified 10-day quarantine as described in "COVID-19 Public Health Guidance for k-12 Schools in California, 2021-22 School Year" dated July 12, 2021.
    - 4) Continue and maintain an employee's earnings, seniority, and all other employee rights and benefits whenever it is demonstrated that the close contact is work related;
    - 5) Providing employees at the time of exclusion with information on available benefits, as described in section 5 of this program.

- 6) For employees excluded from work and otherwise able and available to work, the District will continue and maintain the employee's earnings, wages, seniority, and all other employee rights and benefits, including the employee's right to their former job status, as if the employee had not been removed from their job.
    - a) Employee sick leave benefits for this purpose.
    - b) EXCEPTION 1: This does not apply where the employee received disability payments or was covered by workers' compensation and received temporary disability.
    - c) EXCEPTION 2: This does not apply where the close contact is not work related.
15. Return to work criteria
- a. COVID-19 cases with COVID-19 symptoms shall not return to work until:
    - 1) At least 24 hours have passed since a fever of 99.5 or higher has resolved without the use of fever-reducing medications;
    - 2) COVID-19 symptoms have improved; and
    - 3) At least 10 days have passed since COVID-19 symptoms first appeared.
  - b. COVID-19 cases who tested positive but never developed COVID-19 symptoms shall not return to work until a minimum of 10 days have passed since the date of specimen collection of the first positive COVID-19 test.
  - c. A negative COVID-19 test will not be required for an employee to return to work subsequent to paragraphs a or b.
  - d. Persons who had a close contact may return to work as follows:
    - 1) Persons who had a close contact but never developed any COVID-19 symptoms may return to work when 10 days have passed since the last known close contact.
    - 2) Persons who had a close contact and developed any COVID-19 symptom cannot return to work until the requirements of subsection (c)(10)(A) have been met, unless all of the following are true:
      - a) The person tested negative for COVID-19 using a polymerase chain reaction (PCR) COVID-19 test with specimen taken after the onset of symptoms; and
      - b) At least 10 days have passed since the last known close contact; and
      - c) The person has been symptom-free for at least 24 hours, including a temperature under 99.5 degrees, without using fever-reducing medications.
  - e. If an order to isolate or quarantine an employee is issued by a local or state health official, the employee will not return to work until the period of isolation or quarantine is completed or the order is lifted. If no period was specified, then the period will be 10 days from the time the order to isolate was effective, or 10 days from the time the order to quarantine was effective.

- f. During declared travel restrictions with a state imposed quarantine, employees and students will self-quarantine following travel outside the state or country for the required time mandated by the CDPH order.

#### 16. Multiple COVID-19 Infections and COVID-19 Outbreaks

- a. This section applies to a workplace covered by this program when there are three or more COVID-19 cases in an exposed workplace within a 14-day period. This section will stay in effect until there are no new COVID-19 cases detected in our workplace for a 14-day period.
- b. COVID-19 testing:
  - 1) The District will provide COVID-19 testing to all employees at the exposed workplace except for those employees not at work during the outbreak or the relevant 14 days or employees who were fully vaccinated before the outbreak.
  - 2) . COVID-19 testing will be provided at no cost to employees during employees' working hours.
  - 3) COVID-19 testing consists of the following:
    - a) Employees in an exposed workplace will be immediately tested and then tested again one week later. Negative COVID-19 test results of employees with close contact will not impact the duration of any quarantine period required by, or orders issued by, the VCPH.
    - b) After the first two COVID-19 tests, COVID-19 testing will continue for employees who remain at the workplace at least once per week, or more frequently if recommended by the VCPH, until there are no new COVID-19 cases detected in the workplace for a 14-day period.
    - c) We will provide additional testing when deemed necessary by Cal/OSHA
- c. Exclusion of COVID-19 cases
  - 1) The District will ensure COVID-19 cases and employees who had close contact are excluded from the workplace in accordance with Sections 14 and 15 of this program or as ordered by the local health officer if applicable
- d. Additional measures
  - 1) During an outbreak or major outbreak, all employees in the exposed group, and visitors to that worksite will be separated from other persons by at least six feet.
  - 2) During an outbreak or major outbreak, all employees in the exposed group, and visitors to that worksite will be required to wear face coverings.
  - 3) During an outbreak or major outbreak, portable air cleaners equipped with high efficiency particulate air (HEPA) filters will be installed in the worksite of an exposed group, if feasible.
  - 4) During an outbreak or major outbreak, solid, clear partitions are installed to enhance, not replace, physical distancing.

- e. Investigation of workplace COVID-19 illness: An investigation will commence immediately to determine possible workplace-related factors that contributed to the COVID-19 outbreak in accordance with Section 7 of this program.
- f. COVID-19 investigation, review and hazard correction
  - 1) Investigation and review
    - a) In addition to Sections 6 of this program, we will immediately perform a review of potentially relevant COVID-19 policies, procedures, and controls and implement changes as needed to prevent further spread of COVID-19. The investigation and review will be documented and include:
      - Investigation of new or unabated COVID-19 hazards;
      - Leave policies and practices and whether employees are discouraged from remaining home when sick;
      - COVID-19 testing policies;
      - Air supply, outside and filtered;
    - 2) Review Updates
      - a) Every thirty days that the outbreak continues.
      - b) In response to new information or to new or previously unrecognized COVID-19 hazards.
      - c) When otherwise necessary.
    - 3) Hazard Correction
      - a) Changes will be implemented to reduce the transmission of COVID-19 based on the investigation and review
      - b) In addition to corrections outlined in Section 8, we will consider:
        - Moving indoor tasks outdoors or having them performed remotely.
        - Increasing outdoor air supply when work is done indoors.
        - Improving air filtration.
        - Increasing physical distancing as much as possible.
        - N 95 Filtering Face Masks, as described in paragraph 12.c. (5).
17. Major COVID-19 Outbreaks
  - a. This section applies to any place of employment covered by this program when there are 20 or more COVID-19 cases in an exposed workplace within a 30-day period. This section will stay in effect until there are no new COVID-19 cases detected in the workplace for a 14-day period.
  - b. COVID-19 testing

- 1) COVID-19 testing will be provided twice a week, or more frequently if recommended by VCPH, to all employees present at the exposed workplace during the relevant 30-day period(s) and who remain at the workplace.
  - 2) COVID-19 testing will be provided at no cost to employees during employees' working hours
- c. Exclusion of COVID-19 cases
- 1) The District will ensure COVID-19 cases and employees who had close contact are excluded from the workplace in accordance with Sections 14 and 15 of this program or as ordered by the local health officer if applicable
- d. Investigation of workplace COVID-19 illnesses
- 1) An investigation will commence immediately to determine possible workplace-related factors that contributed to the COVID-19 outbreak in accordance with Section 7 and paragraph 16.e. of this program.
- e. COVID-19 hazard correction: Hazard correction will occur in accordance with Section 8 and paragraph 16.e.3) of this program.
- f. Additional measures
- 1) During an outbreak or major outbreak, all employees in the exposed group, and visitors to that worksite will be separated from other persons by at least six feet.
  - 2) During an outbreak or major outbreak, all employees in the exposed group, and visitors to that worksite will be required to wear face coverings.
  - 3) During an outbreak or major outbreak, portable air cleaners equipped with high efficiency particulate air (HEPA) filters will be installed in the worksite of an exposed group, if feasible.
  - 4) During an outbreak or major outbreak, solid, clear partitions are installed to enhance, not replace, physical distancing.