

KERMAN UNIFIED SCHOOL DISTRICT COVID-19 PREVENTION PROGRAM

California's Safe Schools for All Plan And Cal/OSHA Compliant

Updated August 1, 2021

1. Cal-OSHA Plan Requirements:

a. Authority and Responsibility

i. The Superintendent has the overall authority and responsibility for implementing the provisions of this CPP for Kerman Unified School District. In addition, all Principals, managers, and supervisors are responsible for implementing and maintaining the School Safety Plan at the school sites and for ensuring employees receive answers to questions about the Covid-19 Prevention Program. The Superintendent has designated a Safety Plan Officer for the specific implementation of the elements of this plan. The CPP Officer for the District is:

- 1) Gordon Pacheco, Assistant Superintendent Personnel
- 2) gordon.pacheco@kermanusd.com and/or 559-843-9051

ii. All employees are responsible for using safe work practices, following all directives, policies and procedures, and assisting in maintaining a safe work environment.

b. System for Communicating:

i. The District's shall establish effective two-way communication with employees that includes the following information:

- 1) Employees should report COVID-19 symptoms, possible COVID-19 exposures and possible hazards to their Supervisor.
- 2) Employees can report symptoms, possible exposures and hazards without fear of reprisal.
- 3) Where employees can access COVID-19 voluntary testing available through health plans or local testing centers.
- 4) In the event testing is required to be provided because of a workplace exposure or outbreak, the District will communicate the plan for providing testing and inform affected employees of the reason for the testing and the possible consequences of a positive test.
- 5) Information about COVID-19 hazards employees (including other employers and individuals in contact with the workplace) may be exposed to, what is being done to control those hazards, and the District's COVID-19 policies and procedures.

c. Identification and Evaluation of COVID-19 Hazards

- i. The District will implement the following identification and evaluation strategies:
- 1) Conduct workplace-specific identifications using the Appendix A: Identification of COVID-19 Hazards form for interactions, areas, activities, processes, equipment, and materials that could potentially expose employees to COVID-19 hazards.
 - 2) Identify places and times when people may congregate or come in contact with one another, regardless of whether employees are performing an assigned work task or not.
 - 3) Evaluate employees' potential workplace exposures to all persons at, or who may enter, a District facility.
 - 4) Respond effectively and immediately to individuals at the workplace who are a COVID-19 case to prevent or reduce the risk of transmission of COVID-19 in the workplace as set forth in this Safety Plan including:
 - a) Actively encourage sick employees to stay home.
 - b) Immediately arrange safe transport of employees or students home or to medical care, as needed, if they have a frequent cough, fever, difficulty breathing, chills, muscle pain, headache, sore throat, or recent loss of taste or smell.
 - c) Isolate employees or students who exhibit COVID-19 symptoms at designated isolation rooms until they can be sent home or to medical care, as needed.
 - d) Ensure employees who are out ill with fever or acute respiratory symptoms do not return to work until both of the following occur:
 - i) At least 10 days pass since the symptoms first appeared **and**
 - ii) 24 hours with not fever (without the use of fever-reducing medicine) **and**
 - iii) Symptoms have improved and not new or worsening
 - e) Allow employees to utilize available sick leave and medical leave for specified reasons related to COVID-19. NOTE – the COVID leave ends on September 30, 2021.
 - f) Ensure employees that return to work following an illness promptly report any recurrence of symptoms.
 - 5) For indoor locations, evaluate how to maximize the quantity of outdoor air and whether it is possible to increase filtration efficiency to the highest level compatible with the existing ventilation system.

- 6) Review applicable orders and general and industry-specific guidance from the State of California, Cal/OSHA, and the local health department related to COVID-19 hazards and prevention.
- 7) Evaluate existing COVID-19 prevention controls and the need for different or additional controls.
- 8) Conduct periodic inspections using the Appendix B: COVID-19 Inspections form as needed to identify unhealthy conditions, work practices, and work procedures related to COVID-19 and to ensure compliance with COVID-19 policies and procedures.

d. Employee Participation:

- i. Employees and their authorized employees' representatives are encouraged to participate in the identification and evaluation of COVID-19 hazards by contacting their supervisor or Principal at the school site. In addition, District Administration may also be contacted at the District Office.

e. Employee Screening

- i. Each day each employees must complete a wellness check via the COVID-19 Health Screening Document. This wellness check will be used as a guide to determine if the employee continues to work or will be sent home based on the scenarios below.

f. Student Screening

- i. Each day each student must complete a wellness check via the COVID-19 Health Screening Document. This wellness check will be used as a guide to determine if the student continues to remain at school or will be sent home based on the scenarios below.

g. Investigating COVID-19 Cases

- i. This will be accomplished by using the Appendix C: Investigating COVID-19 Cases.

h. Responding to a COVID-19 case in the workplace:

- i. The District will take all of the following steps in response to a COVID-19 case in the workplace.
 - 1) Determine the day and time the COVID-19 case was last present and, to the extent possible, the date of the positive COVID-19 test(s) and/or diagnosis, and the date the COVID-19 case first had one or more COVID-19 symptoms, if any were experienced.
 - 2) Determine who may have had a COVID-19 exposure. This requires an evaluation of the activities of the COVID-19 case and all locations at the workplace which may have been visited by the COVID-19 case during the high-risk exposure period.
 - 3) In consultation with the local public health department, the appropriate school official should ensure cleaning and quarantine of exposed persons and whether

any additional intervention is warranted, including the length of time necessary, based on the risk level within the specific community as determined by the local public health officer.

- 4) Close off the classroom or office where the patient was based and do not use these areas until after cleaning and disinfection. Wait at least 24 hours before cleaning and disinfecting. If 24 hours is not feasible, wait for at least two hours and as long as possible.
 - 5) Additional areas of the school visited by the COVID-19 positive individual may also need to be cleaned and disinfected.
- ii. Give notice of the potential COVID-19 exposure, within one business day, in a way that does not reveal any personal identifying information of the COVID-19 case, to the following:
 - 1) All employees who may have had COVID-19 exposure and their authorized representatives.
 - 2) Independent contractors and other employers present at the workplace during the high-risk exposure period.
 - iii. Offer COVID-19 testing at no cost to employees during their working hours to all employees who had potential COVID-19 exposure in the workplace and provide them with the information on the COVID-19-related benefits to which the employee may be entitled under applicable federal, state, or local laws. This may include any benefits available under workers' compensation law, the federal Families First Coronavirus Response Act or successor legislations, Labor Code sections 248.1 and 248.5, Labor Code sections 3212.86 through 3212.88, available leaves pursuant to the Education Code, Cal-OSHA Regulations and/or Emergency Temporary Standards, local governmental requirements, the employer's own leave policies, and leave guaranteed by contract.
 - iv. Investigate whether any workplace conditions could have contributed to the risk of COVID-19 exposure and what could be done to reduce exposure to COVID-19 hazards.
 - v. All personally identifying information regarding COVID-19 cases or persons with COVID-19 symptoms shall be kept confidential. All COVID-19 testing or related medical services provided by the employer under this section and sections 3205.1 through 3205.4 shall be provided in a manner that ensures the confidentiality of employees.
- i. Correction of COVID-19 Hazards:
 - i. Unsafe or unhealthy work conditions, practices or procedures will be documented on the Appendix B: COVID-19 Inspection form, and corrected in a timely manner based on the severity of the hazards, as follows:
 - 1) All hazards will be documented in *School Dude Maintenance Direct* and personnel will be assigned to complete the work order submitted.
 - 2) The severity of the hazard will be assessed. Appropriate work orders, procedures, or other mitigation strategies will be implemented within a timely manner.

- 3) The Safety Officer, designated by the Superintendent, is responsible for timely correction.
- 4) Follow-up measures will be taken to determine if the mitigation strategies have been effective.

j. Training and Instruction

- i. The District will provide effective training and instruction to employees and students that includes the following, as applicable:
 - 1) COVID-19 policies and procedures to protect employees and students from COVID-19 hazards.
 - 2) Information regarding COVID-19-related benefits to which the employee may be entitled through workers' compensation law, the federal Families First Coronavirus Response Act or successor legislations, Labor Code sections 248.1 and 248.5, Labor Code sections 3212.86 through 3212.88, available leaves pursuant to the Education Code, Cal-OSHA Regulations and/or Emergency Temporary Standards, local governmental requirements, the employer's own leave policies, and leave guaranteed by contract. **Note: This ends on September 30, 2021**
 - 3) The fact that COVID-19 is an infectious disease that can be spread through the air, COVID-19 may be transmitted when a person touches a contaminated object and then touches their eyes, nose, or mouth and an infectious person may have no symptoms.
 - 4) The importance of frequent hand washing with soap and water for at least 20 seconds and using hand sanitizer when employees do not have immediate access to a sink or hand washing facility, and that hand sanitizer does not work if the hands are soiled.
 - 5) Proper use of face coverings and the fact that face coverings are not respiratory protective equipment - face coverings are intended to primarily protect other individuals from the wearer of the face covering.
 - 6) COVID-19 symptoms, and the importance of obtaining a COVID-19 test and not coming to work if the employee has COVID-19 symptoms.
 - 7) Screening practices.
 - 8) How COVID-19 is spread.
 - 9) COVID-19 specific symptom identification and when to seek medical attention.
 - 10) Preventing the spread of COVID-19 if you are sick, including the importance of not coming to work if staff members have symptoms, or if they or someone they live with has been diagnosed with COVID-19.

- 11) The District's plan and procedures to follow when children or adults become sick at school.
 - ii. Training for employees will be documented on the Keenan Training website, which will be reviewed by HR.
- k. Physical Distancing
- i. Any individual that appears to be unwell will NOT be granted access to the site or allowed to start work.
 - ii. Require sick workers/employees – and those displaying flu-like symptoms – to stay home. (“Worker/Employee” means worker or employee for the District, subcontractors, designers, consultants, etc.)
 - iii. Send employees home immediately who show signs and symptoms of flu-like or acute respiratory illness symptoms.
 - iv. Hand Sanitizer and appropriate protective gloves shall be made available throughout each site and office, as necessary.
 - v. Encourage respiratory etiquette, including covering mouth and or nose when coughing and/or sneezing. Cover the mouth and nose with a tissue. If a tissue is not immediately available cough or sneeze into your sleeve, not your hands.
 - vi. Signage will be posted throughout District buildings and work areas to raise awareness.
 - vii. Use of daily task analysis or job hazard analysis forms to communicate the seriousness of this situation and the protection measures necessary.
 - viii. Encourage employees and students not to share tools or work areas; if this does take place ensure the tools/areas are disinfected after use.
 - ix. Ensure routine cleaning of frequently touched surfaces including the following: door handles, elevator buttons, all surfaces, equipment, and tool handles.
- l. Face Coverings
- i. Each site will provide clean, undamaged face coverings and ensure they are properly worn by employees and students over the nose and mouth when indoors where students are present, including non-employees, and where required by orders from the California Department of Public Health (CDPH) or local health department. Employees may provide their own face coverings or use the disposable face coverings provided at the point of entry to the site.
 - ii. Schools must exclude students from campus if they are not exempt from wearing a face covering under CDPH guidelines and refuse to wear one provided by the school. Students who inadvertently fail to bring a face covering to school shall be provided a face covering by the District. The District will offer alternative educational opportunities for students who are excluded from campus.

iii. The following are exceptions to the use of face coverings in the workplace:

- 1) When an employee is alone in an office or workplace.
- 2) While eating and drinking at the workplace.
- 3) Employees wearing respiratory protection in accordance with CCR Title 8 section 5144 or other safety orders.
- 4) Employees or students 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. Less restrictive effective alternatives must be used if the person's condition permits it.
- 5) Any employee not wearing a face covering, face shield with a drape or other effective alternative, or respiratory protection, for any reason, shall not be allowed in areas where there are students.
- 6) COVID-19 testing cannot be used as an alternative to face coverings when face coverings are otherwise required by this section.
- 7) Employees shall not be prevented from wearing a face covering when not required by this section, unless it would create a safety hazard, such as interfering with the safe operation of equipment.

iv. The District shall implement measures to communicate to non-employees the face coverings requirements on its premises.

v. The District shall require non-employees to comply with face covering requirements when on District premises where students are present.

m. Engineering controls

i. The following measures will be implemented to ensure a safe learning environment:

- 1) For buildings with mechanical or natural ventilation, or both, the District will maximize the quantity of outside air provided to the extent feasible, except when the United States Environmental Protection Agency (EPA) Air Quality Index is greater than 100 for any pollutant or, if opening windows or letting in outdoor air by other means would cause a hazard to employees, for instance from excessive heat or cold.
- 2) The HVAC system will be properly maintained and adjusted by the District Maintenance staff and HVAC Technician(s).
- 3) The highest MERV filters compatible with ventilation systems will be utilized to insure adequate air filtration.
- 4) Employees are encouraged to open windows or doors with outside conditions are favorable.

n. Cleaning and disinfecting Protocols

- i. The following cleaning and disinfection measures for frequently touched surfaces will be implemented:
 - 1) The Site Principal or Supervisor will ensure that adequate supplies and adequate time for disinfection/cleaning to be done properly.
 - 2) The Site Principal or Supervisor will direct the custodians in the frequency and scope of cleaning and disinfection.
 - 3) When a COVID-19 case is identified at a school site or workplace, the following procedures will be implemented:
- ii. PPE will be worn by employees performing disinfection tasks.
 - 1) Disposable gloves- Ex: Latex or Nitrile
 - 2) Mask- Ex: Disposable face mask
 - 3) Eye covering- Ex: Safety glasses, Safety goggles, Face shield
- iii. Procedures
 - 1) Clean the surface first, and then disinfect.
 - 2) Body fluids must be thoroughly cleaned from surfaces/objects. Use soap and water to clean first.
 - 3) Apply the district approved disinfection product. The employees should review the SDS for the chemical to be used and follow all label directions.
 - 4) The surface must stay wet with for 10 minutes, or for the appropriate dwell time listed on the product. If the surface dries before the 10 minutes (or, label listed dwell time), reapply
 - 5) Dispose into the trash any paper towels, gloves, and other materials that came in contact with the surfaces during the cleaning and disinfection process.
 - 6) Shared tools, equipment and personal protective equipment (PPE)
 - 7) PPE must not be shared, e.g., gloves, goggles and face shields.
 - 8) Items that employees come in regular physical contact with, such as phones, headsets, desks, keyboards, writing materials, instruments and tools must also not be shared, to the extent feasible.
 - 9) Where there must be sharing, the items will be disinfected between uses by the affected employee with the District approved disinfecting product.
 - 10) Gen-Eon foggers will be used to disinfect workplaces.

o. Hand sanitizing Protocols

- i. To protect employees from COVID-19 hazards, the District will evaluate its handwashing facilities, determine the need for additional facilities, encourage and allow time for employee handwashing, and provide employees with an effective hand sanitizer. The District shall encourage employees to wash their hands for at least 20 seconds each time. Provision or use of hand sanitizers with methyl alcohol is prohibited.
- ii. Wash hands frequently with soap and water for a minimum of 20 seconds. If soap and water are not available, use hand sanitizer (60% alcohol content or greater). At a minimum, employees MUST wash hands at the beginning and end of each shift, after using the toilet, before and after each break.
- iii. Encourage respiratory etiquette, including covering mouth and or nose when coughing and/or sneezing. Cover the mouth and nose with a tissue. If a tissue is not immediately available cough or sneeze into your sleeve, not your hands.
- iv. Avoid touching your eyes, nose, and mouth especially with unwashed hands.
- v. Personal protective equipment (PPE) used to control employees' exposure to COVID-19
- vi. PPE (such as gloves, goggles, and face shields) as required by CCR Title 8, section 3380, will be provided, as needed.
- vii. The District will provide and ensure use of eye protection and respiratory protection in accordance with CCR Title 8 section 5144 when employees are exposed to procedures that may aerosolize potentially infectious material such as saliva or respiratory tract fluids.

p. Reporting, Recordkeeping, and Access

- i. The District's CPP Officer will:
 - 1) Report information about COVID-19 cases to the local health department whenever required by law, and provide any related information requested by the local health department.
 - 2) Report immediately to Cal/OSHA any COVID-19-related serious illnesses or death, as defined under CCR Title 8 section 330(h), of an employee occurring in the place of employment or in connection with any employment.
 - 3) Maintain records of the steps taken to implement the written COVID-19 Prevention Program in accordance with CCR Title 8 section 3203(b).
 - 4) Make the written COVID-19 Prevention Program (CPP) available at the workplace to employees, authorized employee representatives, and to representatives of Cal/OSHA immediately upon request.
 - 5) Use the Appendix C: Investigating COVID-19 Cases form to keep a record of and track all COVID-19 cases. The information will be made available to employees,

authorized employee representatives, or as otherwise required by law, with personal identifying information removed.

q. Exclusion of COVID-19 Cases

- i. When a COVID-19 case is identified in the workplace, the District will limit transmission by:
 - 1) Ensuring that COVID-19 cases are excluded from the workplace until return-to-work requirements are met.
 - 2) Excluding employees with COVID-19 exposure from the workplace for 10 days after the last known COVID-19 exposure to a COVID-19 case.
 - 3) Continuing and maintaining an employee's earnings, seniority, and all other employee rights and benefits whenever we've demonstrated that the COVID-19 exposure is work related.
 - 4) Providing employees at the time of exclusion with information on available benefits.

r. Return-to-Work Criteria

- i. COVID-19 cases with COVID-19 symptoms shall not return to work until:
 - 1) At least 24 hours have passed since a fever of 100.4 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.
 - 4) **Exception: If an employee has been vaccinated and shows no signs of symptoms, he or she does not have to stay home.**
- ii. COVID-19 cases who tested positive but never developed COVID-19 symptoms
 - 1) Shall not return to work until a minimum of 10 days have passed since the date of specimen collection of their first positive COVID-19 test.
- iii. A negative COVID-19 test shall not be required for an employee to return to work.
- iv. If an order to isolate or quarantine an employee is issued by a local or state health official
 - 1) The employee shall 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 shall be:
 - a) 10 days from the time the order to isolate was effective, or
 - b) Not at all if the employee has been vaccinated and shows no symptoms.

- v. If there are no violations of local or state health officer orders for isolation or quarantine, the Division may, upon request, allow employees to return to work on the basis that the removal of an employee would create undue risk to a community's health and safety. In such a case, the District shall develop, implement, and maintain effective control measures to prevent transmission in the workplace including providing isolation for the employee at the workplace and, if isolation is not possible, the use of respiratory protection in the workplace.

2. California Department of Public Health Requirements:

a. Contact information for local health department

- i. Fresno County Department of Public Health, 1221 Fulton Street, Fresno, CA 93721
(559) 600-3200

b. Use of Facilities:

- i. Kerman Unified will follow the guidelines set forth by the Fresno County Department of Public Health

c. The District's plan to further support students with access and functional needs who may be at increased risk of becoming infected or having unrecognized illness due to COVID-19 is as follows:

- i. Kerman Unified will offer an online school for Independent Study for TK-12 grade students, following the guidelines set forth in AB 130.

d. Immunizations.

- i. The District strongly recommends that all students and staff be immunized each autumn against influenza unless contraindicated by personal medical conditions, to help:
 - 1) Protect the school community
 - 2) Reduce demands on health care facilities
 - 3) Decrease illnesses that cannot be readily distinguished from COVID-19 and would therefore trigger extensive measures from the school and public health authorities.

e. Sports and Extra Curricular Activities Plan

- i. Kerman Unified will follow the guidelines provided by CIF and the Fresno County Department of Public Health

f. School Closure Procedures

- i. For a cohort or classroom:
 - 1) If there is one confirmed positive case, contact tracing will be performed and the FCDPH will be notified.

- 2) For TK-5 grade (with no vaccine available yet) the students will be sent home for 48 hours and be assigned work either online or with work packets.
- 3) Upon return, students and teacher will be COVID tested twice a week.

ii. For a School:

- 1) The Fresno County Health Department will review all situations when one or more positives cases on a school campus, or three or more positive cases within a 2-week period on a school campus.
- 2) After reviewing all information the Fresno County Health Department in consultation with the school/district administration, will determine if the classroom and/or school should be closed.

iii. For a District:

- 1) If there are multiple programs/schools affected by confirmed positive COVID-19 cases within a district the Fresno County Health Department in consultation with the district administration, determine if the school district should be closed.

Appendix B: COVID-19 Inspections

Work location evaluated: _____

Exposure Controls	Status	Person Assigned to Correct	Date Corrected
Engineering			
Barriers/partitions			
Ventilation (amount of fresh air and filtration maximized)			
Additional room air filtration			
Administrative			
Physical distancing			
Surface cleaning and disinfection (frequently enough and adequate supplies)			
Hand washing facilities (adequate numbers and supplies)			
Disinfecting and hand sanitizing solutions being used according to manufacturer instructions			
PPE (not shared, available and being worn)			
Face coverings (cleaned sufficiently often)			
Gloves			
Face shields/goggles			
Respiratory protection			

Date: _____

Name of person conducting the inspection: _____

Appendix C: Investigating COVID-19 Cases

Date: _____ **Name of person conducting the investigation:** _____

1. All personal identifying information of COVID-19 cases or symptoms will be kept confidential.
2. All COVID-19 testing or related medical services provided will be provided in a manner that ensures the confidentiality of employees, with the exception of unredacted information on COVID-19 cases that will be provided immediately upon request to the local health department, CDPH, Cal/OSHA, the National Institute for Occupational Safety and Health (NIOSH), or as otherwise required by law.
3. All employees' medical records will also be kept confidential and not disclosed or reported without the employee's express written consent to any person within or outside the workplace, with the following exceptions: (1) Unredacted medical records provided to the local health department, CDPH, Cal/OSHA, NIOSH, or as otherwise required by law immediately upon request; and (2) Records that do not contain individually identifiable medical information or from which individually identifiable medical information has been removed.

Employee (or non-employee*) name:		Occupation (if non-employee, why they were in the workplace):	
Location where employee worked (or non-employee was present)		Date investigation was initiated:	
Was COVID-19 test offered?		Name(s) of staff involved in the investigation:	
Date and time the COVID-19 case was last present in the workplace:		Date of the positive or negative test and/or diagnosis:	
Date the case first had one or more COVID-19 symptoms:		Information received regarding COVID-19 test results and onset of symptoms (attach documentation):	
Results of the evaluation of the COVID-19 case and all locations at the workplace that may have been visited by the COVID-19 case during the high-risk exposure period, and who may have been exposed			
Notice given (within one business day, in a way that does not reveal any personal identifying information of the COVID-19 case) of the potential COVID-19 exposure to:			
All employees who may have had COVID-19 exposure and their authorized representatives.	Date:		
	Names of employees that were notified:		
Independent contractors and other employers present at the workplace during the high-risk exposure period.	Date:		
	Names of individuals that were notified:		
What were the workplace conditions that could have contributed to the risk of COVID-19 exposure?		What could be done to reduce exposure to COVID-19?	
Was local health department notified?		Date:	

MULTIPLE COVID-19 INFECTIONS AND COVID-19 OUTBREAKS

If a school site or District workplace is identified by a local health department as the location of a COVID-19 outbreak, or there are three or more COVID-19 cases in your workplace within a 14-day period, this section of CPP will stay in effect until there are no new COVID-19 cases detected in the workplace for a 14-day period.

COVID-19 TESTING

- The District will provide COVID-19 testing to all employees in District exposed workplace, except for employees who were not present during the period of an outbreak identified by a local health department or the relevant 10-day period. COVID-19 testing will be provided at no cost to employees during employees' working hours.
- COVID-19 testing consists of the following:
 - If an employee is exposed and is not vaccinated, he/she will be sent home for 10 days.
 - If the employee is vaccinated and shows no symptoms, he/she will remain at work.
 - The District will provide additional testing when deemed necessary by Cal/OSHA.

Exclusion of COVID-19 cases

The District will ensure COVID-19 cases and employees who had COVID-19 exposure are excluded from the workplace in accordance with the CPP Exclusion of COVID-19 Cases and Return to Work Criteria requirements, and local health officer orders, if applicable.

Investigation of workplace COVID-19 illness

The District will immediately investigate and determine possible workplace-related factors that contributed to the COVID-19 outbreak in accordance with the CPP Investigating and Responding to COVID-19 Cases.

COVID-19 investigation, review and hazard correction

In addition to the CPP Identification and Evaluation of COVID-19 Hazards and Correction of COVID-19 Hazards, the District 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 including:
 - Leave policies and practices and whether employees are discouraged from remaining home when sick.
 - COVID-19 testing policies.
 - Insufficient outdoor air.
 - Insufficient air filtration.
 - Lack of physical distancing.
- Updating the review:
 - Every thirty days that the outbreak continues.
 - In response to new information or to new or previously unrecognized COVID-19 hazards.

- When otherwise necessary.
- Implementing changes to reduce the transmission of COVID-19 based on the investigation and review. The following will be considered:
 - 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.
 - Respiratory protection.
 - [describe other applicable controls].

Notifications to the local health department

- Immediately, but no longer than 48 hours after learning of three or more COVID-19 cases in the workplace, the CCP Officer will contact the local health department for guidance on preventing the further spread of COVID-19 within the workplace.
- The CPP Officer will provide to the local health department the total number of COVID-19 cases and for each COVID-19 case, the name, contact information, occupation, workplace location, business address, the hospitalization and/or fatality status, and North American Industry Classification System code of the workplace of the COVID-19 case, and any other information requested by the local health department. The CPP Officer will continue to give notice to the local health department of any subsequent COVID-19 cases at the workplace.

MAJOR COVID-19 OUTBREAK

If a school site or District workplace experiences 20 or more COVID-19 cases within a 30-day period, this section of CPP will stay in effect until there are no new COVID-19 cases detected in the workplace for a 10-day period.

COVID-19 testing

The District will provide twice a week COVID-19 testing, or more frequently if recommended by the local health department, to all employees present at the exposed workplace during the relevant 30-day period(s) and who remain at the workplace. COVID-19 testing will be provided at no cost to employees during employees' working hours.

Exclusion of COVID-19 cases

The District will ensure COVID-19 cases and employees with COVID-19 exposure are excluded from the workplace in accordance with the CPP Exclusion of COVID-19 Cases and Return to Work Criteria, and any relevant local health department orders.

Investigation of workplace COVID-19 illnesses

The District will comply with the requirements of the CPP Investigating and Responding to COVID-19 Cases.

COVID-19 hazard correction

In addition to the requirements of the CPP Correction of COVID-19 Hazards, the District will take the

following actions:

- In buildings or structures with mechanical ventilation, the District will filter recirculated air with Minimum Efficiency Reporting Value (MERV) 13 or higher efficiency filters if compatible with the ventilation system. If MERV-13 or higher filters are not compatible with the ventilation system, the District will use filters with the highest compatible filtering efficiency. The District will also evaluate whether portable or mounted High Efficiency Particulate Air (HEPA) filtration units, or other air cleaning systems would reduce the risk of transmission and implement their use to the degree feasible.
- The District will determine the need for a respiratory protection program or changes to an existing respiratory protection program under CCR Title 8 section 5144 to address COVID-19 hazards.
- The District will evaluate whether to halt some or all operations at the workplace until COVID-19 hazards have been corrected
- Implement any other control measures deemed necessary by Cal/OSHA.

Notifications to the local health department

The District will comply with the requirements of any Multiple COVID-19 Infections and COVID-19 Outbreaks-Notifications to the Local Health Department.