

DOS PALOS ORO LOMA JOINT UNIFIED SCHOOL DISTRICT

COVID-19 SCHOOL SAFETY PLAN

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 at the Dos Palos Oro Loma Joint 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:

Ladislao Lopez, Assistant Superintendent of Ed. and Personnel Services
lalopez@dpol.net
209-392-0204

Priscilla Whiteaker, District Nurse
pwhiteaker@dpol.net
209-509-5868

- 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 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 and the District nurse via district email.
 2. Employees can report symptoms, possible exposures and hazards without fear of reprisal.
 3. District procedures or policies for accommodating employees with medical or other conditions that put them at increased risk of severe COVID-19 illness.
 4. Employees can access COVID-19 voluntary testing available through health plans or local testing centers.
 5. 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 protocols of a positive test.
 6. Information about COVID-19 hazards that 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 in the workplace who have a COVID-19 positive 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 follow Merced County Department of Public Health (MCDPH) guidelines, which currently are:
 - 24 hours with no fever (without the use of fever-reducing medications) and other symptoms significantly improved for 72 hours (without the use of medication); and
 - At least 10 days have passed since the symptoms first appeared.
 - e. Allow employees to utilize available sick leave and medical leave for specified reasons related to COVID-19.
 - 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 employee 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 employee must submit a wellness check via Google Forms. 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. Daily Assessment forms may also be utilized. The District will maintain these confidential documents for one (1) year.

f. Initial Student Screening: Parent Self Check Procedures

You must be able to answer “No” to **all** of the following questions in order to safely send your child(ren) to school:

- i. Is the student’s temperature more than 100.4°F (38°C)?
- ii. Has the student been exposed to someone with COVID-19 in the past 14 days?
- iii. Does the student feel ill?

g. Does the student have any of the following COVID-19 symptoms:

- i. Cough
- ii. Shortness of breath or difficulty breathing
- iii. Chills
- iv. Fatigue
- v. Muscle or body aches
- vi. Congestion or runny nose
- vii. Headache
- viii. New loss of taste or smell

- ix. Nausea
- x. Vomiting (unidentified cause, unrelated to anxiety or eating)
- xi. Diarrhea

h. Does the student have any of the following MIS- C(Multisystem Inflammatory Syndrome in Children) symptoms:

- i. Rash
- ii. Red eyes
- iii. Cracked/swollen lips
- iv. Red/swollen tongue
- v. Swelling hands/feet
- vi. Stomach pain

i. Please contact your school office if your child is staying home with symptoms.

j. Secondary Student Screening Protocol: Gate Screening

- i. Students will use visuals to indicate their well-being before entering the campus.
- ii. If the child indicates they are not feeling well or the staff member identifies a sign of a COVID-19 symptom(s) the staff member will direct the student to the COVID-19 isolation room.

k. Student Screening Protocol: Isolation Room

- i. The isolation room will only be used for COVID-19 related symptoms.
- ii. A staff member from the nursing staff will be supporting students who may enter this room.
- iii. If a student demonstrates COVID-19 symptoms, he/she will not be permitted to leave the room unless using the isolation restroom.
- iv. Parents will be notified and asked to come to the office to pick up their child.
- v. Once the parent or guardian arrives, school nursing staff will escort the child to their parent/guardian.

l. Investigating COVID-19 Cases

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

m. 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 positive individual was last present and, to the extent possible, the date of the positive COVID-19 test(s) and/or diagnosis, and the date the individual 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 positive individual and all locations at the workplace which may have been visited by the individual 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 COVID-19 positive individual 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 all employees during their working hours 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.

n. 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. The severity of the hazard will be assessed. Appropriate work orders, procedures, or other mitigation strategies will be implemented within a timely manner.
2. The Safety Officer, designated by the Superintendent is responsible for timely correction.
3. Follow-up measures will be taken to determine if the mitigation strategies have been effective.

o. Training and Instruction

- i. The District will provide effective training and instruction to employees and students that include 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.
 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. Methods of physical distancing of at least six feet and the importance of combining physical distancing with the wearing of face coverings.
 5. The fact that particles containing the virus can 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.
 6. 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.
 7. 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 individual wearing the face covering.
 8. COVID-19 symptoms, the importance of obtaining a COVID-19 test, and not coming to work if the employee has COVID-19 symptoms.
 9. Screening practices.
 10. How COVID-19 is spread.
 11. COVID-19 specific symptom identification and when to seek medical attention.
 12. 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.

13. The District's plan and procedures to follow when children or adults become sick at school.

- ii. Training for employees will be documented by a completed Training Verification Form provided during the training. Alternatively, a training log may be utilized (*Appendix D*).

p. Control of COVID-19 Hazards.

q. Physical Distancing

- i. Where possible, the District will ensure a minimum of six feet of physical social distancing is adhered to by all employees.
- ii. Any individual that appears to be unwell will NOT be granted access to the site or allowed to start work.
- iii. 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.)
- iv. Send employees home immediately who show signs and symptoms of flu-like or acute respiratory illness symptoms.
- v. Hand Sanitizer and appropriate protective gloves shall be made available throughout each site and office, as necessary.
- vi. 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.
- vii. Signage will be posted throughout District buildings and work areas to raise awareness.
- viii. Minimize the number of employees working within a certain area (six feet of physical distance to be maintained at all times).
- ix. Use of daily task analysis or job hazard analysis forms to communicate the seriousness of this situation and the protection measures necessary.
- x. Encourage employees and students not to share tools or work areas; if this does take place ensure the tools/areas are disinfected after use.
- xi. Ensure routine cleaning of frequently touched surfaces including the following: door handles, elevator buttons, all surfaces, equipment, and tool handles.
- xii. Use of shift-work to minimize the number of employees working within certain areas.
- xiii. Stagger break and lunch time to avoid employees from gathering in one location.
- xiv. As possible, only perform critical/essential activities.

- xv. No gatherings of employees of more than 10 people, including: breaks, lunch, and meetings. If more than ten employees are involved in a meeting, the following procedures must be adhered to in order to minimize contact:
 - 1. Seats placed at least six feet apart in all directions.
 - 2. Hand Wipes will be provided.
 - 3. Each employee will be assigned a place to sit.
 - 4. Handwashing will be encouraged and sanitizer will be provided.
 - 5. Gloves will be available.
 - 6. Masks will be provided and will be required while inside the building.
- xvi. Rotating work schedules will be considered when appropriate. Appropriate schedules could include:
 - 1. Staggered start and ending times
 - 2. AM/PM schedule
 - 3. Alternating days
- xvii. All meetings are encouraged to be call-in/video conferences; including both office and field meetings. Any meeting or training session attended by employees must provide for physical distancing of six feet.
- xviii. Encourage employees not to carpool unless they are members of the same household.
- xix. No physical greetings such as a handshake or hug.
- xx. Encourage personnel to use the stairs, not the elevator (if applicable).
- xxi. Individuals will be kept as far apart as possible when there are situations where six feet of physical distancing cannot be achieved.

r. 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, and when outdoors and less than six feet away from another person, 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, 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 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. Specific tasks that cannot feasibly be performed with a face covering, where employees will be kept at least six feet apart.
 - 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 and will direct employees to maintain physical distancing and other protective measures to reduce hazards due to any person not wearing a face covering, including a member of the public.

s. Engineering controls

- i. The following measures will be implemented for situations where the District cannot maintain at least six feet between individuals:
 - 1. The use of partitions or barriers in classrooms and offices.
 - 2. To the extent feasible, the District will maximize the quantity of outside air for buildings with mechanical or natural ventilation systems.
 - 3. For indoor locations, the District will 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.
 - 4. If the amount of outside air needs to be minimized due to other hazards, such as heat and wildfire smoke, outside air vents and windows will be closed.
 - 5. 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.

6. The HVAC system will be properly maintained and adjusted by the District Maintenance staff and HVAC Technician(s).
7. The highest MERV filters compatible with ventilation systems will be utilized to ensure adequate air filtration.
8. Employees are encouraged to open windows or doors when outside conditions are favorable.

t. 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 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, proper PPE will be worn by employees performing disinfection tasks. This includes the following:
 - a. Disposable gloves (ex: non-latex or nitrile)
 - b. Disposable face mask
 - c. Eye covering (ex: safety glasses, safety goggles, face shield)

ii. 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 disinfectant product. The employees should review the SDS for the chemical to be used and follow all label directions.
4. The surface must stay wet 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.

iii. Shared tools, equipment and personal protective equipment (PPE)

1. PPE must not be shared (e.g., gloves, goggles and face shields).
2. 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.

3. Where there must be sharing, the items will be disinfected between uses with the District approved disinfecting product.
4. Sharing of vehicles will be minimized to the extent feasible, and high-touch points (for example, steering wheel, door handles, seat belt buckles, armrests, shifter, etc.) will be disinfected between users.

u. 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, and before and after each break.
- iii. Encourage respiratory etiquette, such as covering mouth and 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

- i. PPE (such as gloves, goggles, and face shields) as required by CCR Title 8, section 3380, will be provided, as needed.
- ii. The District will evaluate the tasks or conditions in accordance with CCR Title 8 section 5144 when the physical distancing requirements are not feasible or maintained for the need to utilize N95 or other tight-fitting respirators. A Respiratory Protection Program will be implemented that includes Medical Evaluations, Fit-Testing, and Training.
- iii. 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.

w. 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.

x. Exclusion of COVID-19 Cases

- i. When a COVID-19 case is identified in the workplace the District will limit transmission by following MCDPH guidelines. Current guidelines are as follows:
 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.

y. Return-to-Work Criteria

- i. Following current MCDPH guidelines, 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 for 72 hours without the use of medication.
 3. At least 10 days have passed since COVID-19 symptoms first appeared.
- 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. 10 days from the time the order to quarantine was effective.
- v. If there are no violations of local or state health officer orders for isolation or quarantine, the District 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:

Merced County Department of Public Health
 260 E 15th St, Merced, CA 95341
 (209) 381-1200

b. Use of Facilities:

- i. External community organizations that use the facilities also follow CDPH guidance.

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. Hybrid Learning Model

- 1. Students will be in an A/B schedule.
- 2. Each cohort or group of students will receive 2 days of synchronous instruction and 3 days of asynchronous instruction with support.
- 3. All asynchronous instructional days will have 30 minutes of synchronous learning.

ii. Distance Learning model

- 1. It is the parent's discretion to opt out of the hybrid-learning model and continue with the distance-learning model.
- 2. In order for a student to participate in online learning, the parent will be asked to sign an online learning agreement/contract.
- 3. Students can opt to join learning at any point, however, once participating in online learning the student will only be permitted to return to the in-person model at the beginning of the 2nd semester. Please see the participation deadlines for more information.
- 4. Online learning virtual classrooms will be taught by a credentialed teacher.

5. Students will be required to participate in online learning daily between the hours of 7:30 a.m. and 1:30 p.m. during regular scheduled school days.
6. Students will be provided a district Chromebook and hotspot internet options upon request. To request district technology please contact your child's school office.
7. For more information regarding online learning please see the online learning agreement/contract or contact the school's Principal or Counselor.

iii. Site teams may develop an individualized learning plan with parent input for students who may be at increased risk of becoming infected or having unrecognized illness due to COVID-19.

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. Return to Conditioning (R2C-2021)

Athletic workouts and approved Purple Tier sports may begin, per the Merced County Department of Health. As of January 25, 2021, MUHSD athletic teams can return to outdoor and limited indoor conditioning with no use of shared equipment. This is similar to the original guidance of Phase A.1 of 2020, with a modified indoor facility use. In Season (Purple Tier) sports may begin practice as approved, beginning on February 1, 2021.

General Guidelines

- Individuals may gather outside and/or inside as established by all C-19 protocols.
- Local DPH guidelines will be followed concerning physical distancing at all times.
- Only athletes and coaches are allowed to attend workouts (NO Parents or other visitors).
- There will be no shared equipment, including towels, clothing, shoes, or specific sports equipment.
- Athletes shall arrive dressed for their workout activity. No locker rooms or changing rooms will be open.
- Athletes shall be instructed to bring drinking water in their own personal container to each workout.
- Workouts should be limited to 2 hours.
- It is recommended that athletes only attend one workout per day.
- Workouts may begin following the regular school day, per site principal approval.

Training and Personal Protective Equipment

- All staff will wear masks at all times.
- All athletes will wear masks at all times, except when participating in heavy exertion conditioning activities, and will also maintain the appropriate distancing protocols. (see above)

- Coaches will require athletes to use good personal hygiene and sanitation practices, use personal protective equipment, and follow social distancing guidelines.

Daily Self-Assessment for Coaches and Athletes

- All Coaches will complete a daily COVID 19 symptom assessment.
- Coaches will complete a daily COVID 19 symptom assessment for each athlete. The completed check in form will also be used to verify athletes' and coach's attendance and can also serve as a tracking document.

Entry and Exit to Campus

Workout times may be staggered to ensure social distancing guidelines will be followed and to prevent gatherings of athletes. Coaches will designate a meeting area where coaches and athletes will complete the daily COVID-19 check in form. After completing the check in form, groups/teams will move to their workout location and begin their workout. At the conclusion of the workout, athletes and coaches will exit campus. Social distancing will be maintained at all times during the check-in, workout, and exit from campus.

Workout Locations

Workouts may be conducted in the outdoor areas on campus including but not limited to athletic fields, basketball courts, tennis courts, stadium, track, pool, and other green spaces on campus.

Workouts may be conducted in indoor spaces provided a minimum distance of six feet between individuals at all times and with the use of face coverings. During heavy exertion activity, the minimum spacing is ten feet (see return to purple above).

Swimming pools may be utilized as a workout location provided there is a coach overseeing the workout that is water safety certified. Students will arrive dressed to swim. Changing rooms may or may not be open on a limited basis. Athletes will swim one swimmer per lane. Limit one team/group on the pool deck at a time. Physical distancing and mask use must be maintained at all times on the pool deck.

Weight Rooms may be utilized for workouts provided a minimum distance of six feet between individuals at all times and face coverings are worn. If this is not possible in the weight room, then the maximum number of individuals in the room must be limited to obtain a minimum distance of six feet between each individual. County DPH guidelines will be followed. Weight equipment shall be wiped down thoroughly before, during, and after an individual's use of equipment. Spotters must stand at the end of the bar and not hover over or behind the lifting athlete.

In the event that multiple groups/teams are working out in the same general area (i.e.: football field) coaches shall ensure that coaches and athletes from different groups and teams do not intermingle.

Equipment used by coaches/staff:

- Athletes will not use any shared sport specific equipment during this phase.
- Athletes may use individual sports equipment items, as long as those items are not shared.
- In season (Purple Tier) athletes may use equipment as approved during practice and competition.
- The only accessories to be used will include cones, markers, and various coaching aids for the purpose of marking/designating areas for drill and conditioning enhancement.
- All accessories are not to be used or handled by any person other than the individual coach directly involved with the activity in that specific area and assigned team.

- If a cone/marker/accessory is disturbed during the activity, only the coach of that activity can pick up and/or adjust the implement. NO student hand contact with the coaching aid is allowed.

Requirements and Recommendations for Return to Conditioning:

- Require at all times, use of masks (except during heavy exertion) and proper distancing.
- All athletes and all coaches must be cleared to participate.
- Gradually build up the stamina, conditioning, and exercise level of all athletes. Assume that athletes have been inactive since the November/December workouts phase.
- Use an extended warm up period with lower intensity.
- Provide for an extended cool down period post workout.
- Use an incremental and graduated approach to conditioning. Plan to achieve the necessary conditioning levels and expectations over a period of a few weeks.

f. School Closure Procedures

- i. If necessary, the Superintendent may order transitioning learning from Hybrid to Distance Learning exclusively.

3. Surveillance Testing Requirements:

a. Staff and Student Testing

- i. The District shall test staff and students periodically as testing capacity permits, and as practicable based on guidelines from the California Department of Public Health, the Safe Schools for All Plan introduced by Governor Newsom on December 30, 2020, and any other testing requirements introduced by state or local health authorities.

Appendix A: Identification of COVID-19 Hazards

All persons, regardless of symptoms or negative COVID-19 test results, will be considered potentially infectious. Particular attention will be paid to areas where people may congregate or come in contact with one another, regardless of whether employees are performing an assigned work task or not. For example: meetings, entrances, bathrooms, hallways, aisles, walkways, elevators, break or eating areas, cool-down areas, and waiting areas.

Evaluation of potential workplace exposure will be to all persons at the workplace or who may enter the workplace, including coworkers, employees of other entities, members of the public, customers or clients, and independent contractors. We will consider how employees and other persons enter, leave, and travel through the workplace, in addition to addressing fixed work locations.

Person conducting the evaluation: _____ **Date:** _____

Name(s) of employee and authorized employee representative that participated:

Interaction, area, activity, work task, process, equipment and material that potentially exposes employees to COVID-19 hazards	Places and times	Potential for COVID-19 exposures and employees affected, including members of the public and employees of other employers	Existing and/or additional COVID-19 prevention controls, including barriers, partitions and ventilation

Appendix B: COVID-19 Inspections

Work location evaluated: _____

Exposure Controls	Status	Person Assigned to Correct	Date Corrected

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.	
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Notice given (within one business day, in a way that does not reveal any personal identifying information of COVID-19 case) of the potential COVID-19 exposure to:

All employees who may have had COVID-19 exposure and their authorized representatives.	Date:	
	Name of employees that were notified:	
Independent contractors and other employers present at the workplace during the high-risk exposure period.	Date:	
	Name 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:

Appendix D: COVID-19 Training Roster

Date: _____ Name of person conducting the training: _____

Employee Name	Signature

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 the 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 14-day period. COVID-19 testing will be provided at no cost to employees during employees' working hours.
- *COVID-19 testing consists of the following:*
- All employees in the exposed workplace will be immediately tested and then tested again one week later. Negative COVID-19 test results of employees with COVID-19 exposure will not impact the duration of any quarantine period required by, or orders issued by, the local health department.
- After the first two COVID-19 tests, the District will continue to provide COVID-19 testing of employees who remain at the workplace at least once per week, or more frequently if recommended by the local health department, until there are no new COVID-19 cases detected in the workplace for a 14-day period.
- 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.

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 14-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.