



# **COVID-19 PREVENTION PROGRAM**

**January 2021**

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### **PURPOSE**

In an effort to protect the health and safety of our employees, Thermalito Union Elementary School District has prepared a COVID-19 prevention program (“Program”) intended to provide information related to the prevention of coronavirus, describe Thermalito Union Elementary School District policies, procedures and practices to keep employees safe and to help prevent the spread of coronavirus in the workplace.

This Program is applicable during the current COVID-19 public health emergency. The protocols outlined in this document will be modified based on the ongoing and updated guidance from the Center for Disease Control (“CDC”), state and local public health agencies, and Thermalito Union Elementary School District operations.

The Prevention Program is intended to comply with state and local law regarding employees’ safety including Labor Code §6400 which requires that every employer must furnish employment and a place of employment that is safe and healthful for the employees therein.

Gregory Blake, Superintendent, has overall responsibility for handling Thermalito Union Elementary School District COVID-19 Prevention Program. In addition, the Thermalito Union Elementary School District expects all supervisors to implement and maintain the Program in their assigned areas and to ensure employees receive answers to questions about the Program in a language they understand.

### **SCOPE**

This policy applies to all Thermalito Union Elementary School District employees and contains general prevention best practices as well as Thermalito Union Elementary School District policies and procedures related to COVID-19 in the workplace.

### **WHAT IS COVID-19**

COVID-19 is caused by the coronavirus SARS-CoV-2. COVID-19 is a new disease, caused by a novel (or new) coronavirus that has not previously been seen in humans.

COVID-19 affects people in different ways. Infected people have reported a wide range of symptoms - from mild symptoms to severe illness. Some infected individuals have no symptoms at all. Symptoms may appear 2 to 14 days after exposure to the virus. People with these symptoms may have COVID-19:

- Chills
- Cough

- Shortness of breath or difficulty breathing
- Fatigue
- Muscle or body aches
- Headache
- Loss of taste or smell
- Sore throat
- Congestion or runny nose
- Nausea or vomiting
- Diarrhea

Laboratory testing is necessary to confirm an infection.

### **COVID-19 TRANSMISSION**

The virus that causes COVID-19 is thought to spread mainly from person to person through respiratory droplets produced when an infected person vocalizes, exhales, coughs or sneezes. These droplets can enter the respiratory tract (mouth, nose, and lungs) of people who are nearby and cause infection. Particles containing the virus can travel more than 6 feet, especially indoors, so physical distancing must be combined with other controls, including wearing face coverings and hand hygiene, to be effective. Spread is more likely when people are in close contact with one another (i.e., closer than six feet) while not wearing face coverings.

Transmission may also be possible by touching a surface or object that has the virus on it and then touching one's own mouth, nose, or eyes, although this is not considered to be the primary method by which the virus spreads.

### **INFECTION PREVENTION MEASURES – CONTROL OF COVID-19 HAZARDS**

Thermalito Union Elementary School District, to the extent possible, will implement the following guidelines and practices to mitigate employee exposure to the coronavirus in the workplace:

1. Thermalito will follow the latest CDPH K-12 guidelines
2. Use video and/or telephonic meetings to encourage physical distancing whenever appropriate and possible.
3. Thermalito Union Elementary School District will place signs and/or instructions in common areas (for example, reception area, break rooms, public common areas, et cetera) to communicate COVID-19 infection prevention information to the general public entering the workplace, the work site and buildings.
4. Encourage sick employees to stay home.

5. If an employee becomes symptomatic with COVID-19 while at work, he/she will be asked to leave the workplace and seek medical treatment, depending on the symptoms.
6. Thermalito Union Elementary School District will adhere to state guidance and local public health recommendations regarding the prearrangement of office and workplace furniture to maintain physical distancing per current guidelines.
7. To the extent supplies are in stock and readily available for distribution, employees will have access to appropriate hygiene products in the workplace.
8. Thermalito Union Elementary School District encourages frequent hand washing with soap for at least 20 seconds and using hand sanitizer when employees do not have immediate access to a sink or hand washing facility.
9. Provide and require employees to use face coverings.
10. Thermalito Union Elementary School District will maximize, to the extent possible, the quantity of outside air into our buildings and workplaces with mechanical or natural ventilation.

#### **INVESTIGATION, IDENTIFICATION AND CORRECTION OF COVID-19 HAZARDS**

Thermalito Union Elementary School District takes seriously its obligation to locate, identify and correct potential COVID-19 hazards in the workplace. The following will be implemented:

1. Evaluate employee workspaces for potential hazards. Employees are encouraged to identify and bring to management's attention potential COVID-19 hazards in their workspace.
2. Conduct periodic inspections of the facility to identify and correct potential hazards that exist in common areas, high traffic areas, and other areas frequented by employees and the public.
3. Evaluate Thermalito Union Elementary School District policies and procedures, work practices, and staffing issues to determine whether any of our processes or policies can be changed or amended to reduce or eliminate COVID-19 hazards.
4. Thermalito Union Elementary School District will conduct workplace specific evaluations of hazards following any positive COVID-19 case in the workplace.
5. Thermalito Union Elementary School District will conduct an investigation to identify and eliminate COVID-19 hazards. In order to protect employees in the workplace it will also investigate each positive COVID-19 case to help identify those employees who were in close contact with the infected employee and require all those potentially exposed to quarantine as required by law.
6. Thermalito Union Elementary School District will regularly evaluate the workplace for

compliance with this program.

7. Unsafe and unhealthy hazards, work conditions, practices, policies or procedures will be documented and corrected in a timely manner based on the severity of the hazards. Correction priority and correction times will be based on the immediacy of the unsafe or unhealthy hazard.

## **EMPLOYEE RESPONSIBILITIES**

During the COVID-19 public health emergency, Thermalito Union Elementary School District employees have a collective responsibility to ensure the protection of all people in the workplace to comply with Thermalito Union Elementary School District policies and the latest local public health guidelines to mitigate coronavirus risk to themselves and anyone visiting the work site. Employees have the following affirmative responsibilities:

1. Employees must self-screen for COVID-19 symptoms prior to entering the facility for their shift and should stay home and seek medical treatment if they experienced any of the following symptoms in the past 48 hours:

- fever or chills
- cough
- shortness of breath or difficulty breathing
- fatigue
- muscle or body aches
- headache
- new loss of taste or smell
- sore throat
- congestion or runny nose
- nausea or vomiting
- diarrhea

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 positive COVID-19 tests.

3. Employees must stay home if they are sick, follow public health agency guidelines, and contact their supervisor for further instructions.

4. Employees who are out ill with fever, cough, shortness of breath, or other acute respiratory symptoms that affect normal breathing who have not been tested for the COVID-19 virus or who have tested negative for the COVID-19 virus, should consult with their physician and their supervisor before physically returning to work.

5. Employees must cooperate with Thermalito Union Elementary School District in 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. The investigation will help Thermalito Union Elementary School District to identify employees who may have been exposed and quarantine them so there is no further workplace exposure.

6. Employees who test positive for the COVID-19 virus must not return to work until the following occurs:

*When Symptomatic*

- At least 24 hours have passed since a fever of 100.4 or higher has resolved without the use of fever and reducing medications;
- COVID-19 symptoms have improved;
- At least 10 days have passed since COVID-19 symptoms first appeared.

*When Asymptomatic*

Employees who test 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 their first positive COVID-19 test.

7. Employees who return to work following an illness must promptly report any recurrence of symptoms to their immediate supervisor.

8. Employees shall practice physical distancing and remain at least 6 feet apart when practicable. When it isn't practicable, employees must wear face coverings. Ways to maintain physical distancing include working from home when practicable, and by using video or telephonic meetings as much as possible.

9. If employees must share workspaces, clean and disinfect shared workspaces and work items before and after use.

10. Employees shall wash hands with soap and water for at least 20 seconds and/or use hand sanitizer after interacting with people and after contacting shared surfaces or objects.

11. Employees shall cover coughs and sneezes and avoid touching eyes, nose, and mouth with unwashed hands.

12. Employees must avoid sharing personal items with co-workers (for example, dishes, cups, utensils, towels).

13. Employees shall notify their supervisor if any washing facilities do not have an adequate supply of suitable cleaning agents, water, single-use towels, or blowers.

14. No employees shall bring cleaning products and/or disinfectant into the workplace that have not been approved by Thermalito Union Elementary School District.

### **PERSONAL PROTECTIVE EQUIPMENT**

While engineering and administrative controls are considered more effective in minimizing exposure to COVID-19, personal protective equipment (PPE) may also be needed to prevent certain exposures. While correctly using PPE can help prevent some exposures, it should not take the place of other prevention strategies. Examples of PPE include gloves, goggles, face shields, face masks, and respiratory protection, when appropriate. During the outbreak of infectious diseases, such as COVID-19, recommendations for PPE specific to occupations or job tasks may change depending on the updated risk assessments for workers, and information on PPE effectiveness in preventing the spread of COVID-19. Thermalito Union Elementary School District will supply all necessary and required PPE, including face coverings. Thermalito Union Elementary School District will clean any soiled PPE and replace any damaged PPE. If employees wish to use additional PPE, they must make the request of the supervisor who may approve usage. Managers and supervisors will approve all reasonable requests.

### **CLEANING AND DISINFECTION POLICY AND PRACTICE**

The Thermalito Union Elementary School District recognizes that high traffic and high touch common areas in the workplace need, to the extent possible, cleaning and disinfecting to limit the spread of the COVID-19 virus.

Thermalito Union Elementary School District will assign personnel and establish routine schedules to clean and disinfect common areas and objects in the workplace. This includes, but is not limited to, copy machines, containers, counters, tables, desks, chairs, benches, door handles, knobs, drinking fountains, refrigerators, restroom and bathroom surfaces, school buses and other district vehicles and trash cans.

The process of disinfecting includes providing disinfecting products that are EPA approved for use against the virus that causes COVID-19 and following the manufacturer's instructions for all cleaning and disinfection products (for example, safety requirements, PPE, concentration, contact time).

## **RESPONDING TO CONFIRMED OR SUSPECTED COVID-19 CASES**

When required Thermalito Union Elementary School District will consult with state and local public health agencies for mitigation practices and responsible protocols.

Thermalito Union Elementary School District will follow the current California Department of Public Health strategies, listed below, for returning employees to work. The following are the current minimum criteria for return to work and some variation may occur depending on individual cases, our local public health department and unique circumstances. Our response will adjust to meet the current California Department of Public Health guidelines. Negative COVID-19 tests are not required in order to return to work.

If an employee tests positive for COVID-19, Thermalito Union Elementary School District will, within 24 hours, inform co-workers of their possible exposure to COVID-19 in the workplace but maintain confidentiality as required by the Americans with Disabilities Act (ADA) and the Fair Employment and Housing Act (FEHA).

Thermalito Union Elementary School District will also investigate any confirmed COVID-19 illness to determine and mitigate any work-related factors that may have contributed to the risk of infection.

Thermalito Union Elementary School District will provide no cost testing during work hours to all employees who must be quarantined and excluded from the workplace as required by law.

### ***Symptomatic Positive (fully vaccinated or unvaccinated):***

- Employees with symptoms who are laboratory confirmed to have COVID-19.
  - At least 24 hours have passed since resolution of fever without use of fever reducing medications; and
  - At least 10 days have passed since symptom onset; and
  - Other symptoms have improved.

### ***Asymptomatic Positive (fully vaccinated or unvaccinated):***

- Employees who have never had symptoms and are laboratory confirmed to have COVID-19.
  - A minimum of 10 days have passed since the date of their first positive COVID-19 tests.
  - If symptoms develop then the criteria for Symptomatic Positive cases will apply.

***Symptomatic Negative:*** Employees who had symptoms of COVID-19 but test results returned negative may return to work.

### ***Close Contact Exposures:***

**Close Contact Defined:** being within six feet of a COVID-19 case for a cumulative total of 15 minutes or greater in any 24-hour period



TUESD will exclude from the workplace employees who had a close contact until the return to work requirements are met, with the following exceptions:

1. Employees who were fully vaccinated before the close contact and who do not develop COVID-19 symptoms; and
2. COVID-19 cases who returned to work and have remained free of COVID-19 symptoms, for 90 days after the initial onset of COVID-19 symptoms or, for COVID-19 cases who never developed COVID-19 symptoms, for 90 days after the first positive test.

### **Returning to work after exclusion from workplace due to close contact exposure:**

Employees excluded from the workplace due to close contact exposure may return to work following California Department of Public Health guidelines:

CDPH supports CDC's two options for shortening the recommended 14-day quarantine duration, **but quarantine should not be discontinued earlier than after Day 7** following last known exposure. Under this recommendation, close contacts who remain **asymptomatic**, meaning they have NOT had any symptoms, may discontinue self-quarantine under the following conditions:

- Quarantine can end after Day 10 from the date of last exposure without testing; OR
- Quarantine can end after Day 7 if a diagnostic specimen is collected on Day 5 or later from the date of last exposure and tests negative.

To discontinue quarantine before 14 days following last known exposure, asymptomatic close contacts should:

- Continue daily self-monitoring for symptoms through Day 14 from last known exposure; AND
- Follow all recommended non-pharmaceutical interventions (e.g., wearing a mask when around others, hand washing, avoiding crowds, and staying at least 6 feet from others) through Day 14 from last known exposure.

If any symptoms develop during this 14-day period, the exposed person should immediately self-isolate, get tested and contact their healthcare provider with any questions regarding their care.

### **Cleaning and Disinfecting Following a Confirmed COVID-19 Case.**

1. Temporarily close the general area where the infected employee or guest worked/visited until cleaning has completed.
2. If possible, open outside doors and windows and use ventilating fans to increase air circulation in the area. Wait 24 hours or as long as practical before cleaning and disinfecting the area.
3. Conduct cleaning of the entire general area where the infected employees worked and may have been, including break rooms, restrooms and travel areas with a cleaning agent approved for use by the EPA against the coronavirus.

4. Custodial personnel cleaning the area must be equipped with proper personal protective equipment for COVID-19 disinfection (disposable gown, gloves, eye protection, or mask, if required).

### **SYSTEM FOR COMMUNICATION**

Communication between employees and Thermalito Union Elementary School District on matters relating to COVID-19 mitigation and response is important to ensure employees' safety while in the workplace. Therefore, Thermalito Union Elementary School District has a communication system that is intended to accomplish clear and concise exchange of information by providing a single point of contact for supervisors. Employees are encouraged to freely communicate with their supervisors with regard to coronavirus symptoms, possible exposures, workplace concerns, and suggestions for correction of potential hazards without fear of reprisal.

1. All Thermalito Union Elementary School District employees are encouraged to report to their immediate supervisor concerns regarding COVID-19 mitigation practices or possible COVID-19 exposure in the workplace.
2. Supervisors who, after assessing the concern, determine that additional guidance or assistance is required shall contact District Nurse Vicky Caporale and/or Gregory Blake, Superintendent at [vcaporale@thermalito.org](mailto:vcaporale@thermalito.org) or [gblake@thermalito.org](mailto:gblake@thermalito.org), who will triage the report and notify essential personnel for an appropriate response. Supervisors will follow the Communication Checklist attached below.
3. If an employee has a disability, medical or other condition that puts him/her at increased risk of severe COVID-19 illness and an accommodation is needed he/she is encouraged to report it to his/her supervisor or manager. Thermalito Union Elementary School District will evaluate the request and determine, with input from the employee and his/her health care provider, whether the employee can be accommodated.
4. Thermalito Union Elementary School District will provide COVID-19 testing to potentially exposed employees.

### **MULTIPLE COVID-19 INFECTIONS AND COVID-19 OUTBREAKS**

Thermalito Union Elementary School District will adhere to the following policies and practices should the workplace experience a COVID-19 outbreak or major outbreak.

The California Department of Public Health defines an outbreak in non-healthcare or non-residential congregate setting workplaces as three or more laboratory-confirmed cases of COVID-19 among employees who live in different households within a two-week period.

1. Thermalito Union Elementary School District will provide the legally mandated COVID-19 testing to all exposed employees in the workplace except those who were not present during the period of an outbreak. The testing will be provided at no cost to the employees and will occur during working hours.
2. All employees will be tested as frequently as required for a COVID-19 outbreak or a major COVID-19 outbreak. Additional testing will be provided when deemed necessary by Cal/OSHA.
3. The district will quarantine and exclude all COVID-19 cases and those exposed to the COVID-19 cases as set forth above in Responding to Positive or Suspected COVID-19 Cases in the Workplace.
4. Thermalito Union Elementary School District will immediately investigate and determine possible COVID-19 hazards that may have contributed to the outbreak in accordance with Investigation, Identification, and Correction of COVID-19 Hazards and Responding to Positive or Suspected COVID-19 Cases in the Workplace.
5. Thermalito Union Elementary School District will perform a review of its COVID-19 policies, procedures, and controls and implement changes where needed. The investigation and review will be documented and include review of:
  - a. Leave policies and practices to insure employees are encouraged to remain home when sick;
  - b. COVID-19 testing process;
  - c. Insufficient outdoor air;
  - d. Lack of physical distancing, face coverings or use of other PPE.
  - e. Evaluation of mechanical ventilation, and, if possible, filter recirculated air with Minimum Efficiency Reporting Value (MERV) 13 or higher efficiency filters if compatible with the system. We will evaluate whether portable or mounted High Efficiency Particulate Air (HEPA) filtration units, or other cleaning systems would reduce the risk of transmission.
  - f. Determine the need for additional respiratory protection.
  - g. Determine whether to halt some or all operations until the COVID-19 hazard has been corrected.
  - h. Implement any other control measures as required by Cal/OSHA.
6. Thermalito Union Elementary School District will notify the local health department as required by law.

#### **POTENTIAL BENEFITS AVAILABLE TO EMPLOYEES WHO MUST QUARANTINE**

Employees may be entitled to COVID-19 benefits under applicable federal, state, or local laws, including, but not limited to, COVID-19 related leave, company sick leave, state-mandated leave, supplemental sick leave, negotiated leave provisions and workers compensation. Thermalito Union Elementary School District will adhere to all applicable laws and regulations and Collective Bargaining Agreements regarding leave provisions.

#### **REPORTING, RECORDKEEPING, AND ACCESS**

Thermalito Union Elementary School District is committed to following all local and state law requiring reporting, recordkeeping, and access to records. It is district policy to:

1. Record and track all COVID-19 cases, including the date of a positive test, as required by law. The record will be made available to employees, authorized employee representatives, or as otherwise required by law. All identifying information will be removed prior to providing access.
2. Report information about COVID-19 cases to the local health department when required by law and to provide the local health department all requested information.
3. Immediately report to Cal/OSHA any COVID-19 related serious illness or death, as defined by law, occurring in the workplace.
4. Keep and maintain records of Thermalito Union Elementary School District efforts to implement the written COVID-19 Prevention Program.
5. Make the COVID-19 Prevention Program available to employees, authorized employee representatives, and to Cal/OSHA immediately upon request.

#### **EMPLOYEE TRAINING**

Thermalito Union Elementary School District will provide training in the general description of COVID-19, symptoms, when to seek medical attention, how to prevent the spread, and the employer's procedures for preventing its spread at the workplace. The training may consist of reviewing written documentation, in-person presentation, online video training and/or acknowledgment of receipt of the Thermalito Union Elementary School District COVID-19 prevention program.

Employees will be notified of the training and all employees are required to participate. Keenan Safe Schools Trainings and additional training will be documented.

