

Jamestown School District COVID-19 Safety Plan
In compliance with the American Rescue Plan Requirements

General Measures

Jamestown School District has conducted and developed a [Covid Risk Assessment and Mitigation Strategies .docx](#) outlining risk considerations how the district will mitigate those risks. (See Appendix A) In addition, the District has developed a Revised COVID-19 Preparedness Plan (Appendix B) that was adopted by the Governing Board on June 24, 2020 and last revised on January 13, 2021, the COVID-19 Prevention Plan as an addendum to the Injury and Illness Prevention Program (Appendix C) and has been added to the District Comprehensive Safety Plan which is posted on our school website [Jamestown School District Website](#) as well as located in the District Office. The district's management team will act as the safety committee to regularly monitor our District plans and will document and correct any deficiencies or necessary revisions due to changes in our local Public Health guidance or CDPH guidelines.

The District will investigate any COVID -19 illness and determine if any work-related factors could have contributed to the risk of infection and will update our COVID safety plan as needed to prevent further cases.

Important contact information:

- California Department of Public Health
<https://www.cdph.ca.gov/Programs/CID/DCDC/Pages/Immunization/ncov2019.aspx>
- Office of Governor Gavin Newsom, <https://www.gov.ca.gov/>
- Tuolumne County Public Health, [20111 Cedar Rd, Sonora, CA 95370](#), 209-533-7401
- Tuolumne County Office of Education, Cathy Parker [175 Fairview Ln, Sonora, CA 95370](#), 209-536-2000
- California Department of Education, <https://www.cde.ca.gov/ls/he/hn/coronavirus.asp>

COVID Protocols and Procedures for an Outbreak

The Superintendent will be designated as the workplace infection prevention coordinator, along with District office staff to implement COVID-19 infection prevention procedures and to manage COVID-related issues among employees.

All staff has access to on site COVID testing. Information regarding the availability of vaccinations and vaccine locations within the community has been disseminated to staff and parents. All employees are required to show proof of vaccination or must participate in weekly surveillance testing through either PCR or Antigen testing. A confidential log of employee status is held in the district office. Sign-ups for an appointment time is done through Calendly.

Employees are instructed to stay home and report to the employer if they are having symptoms of COVID-19, were diagnosed with COVID-19, or are awaiting test results for COVID-19. Symptoms of COVID-19 include fever, chills, shaking chills, cough, difficulty breathing, sore throat, body or muscle aches, loss of taste or smell, loss of appetite, diarrhea, or loss of appetite. The daily Health Screening Procedure for Employers will be implemented and records kept confidentially.

The District will use the designated Response Team that has been trained by Public Health and the county nurse, to assist in tracking suspected and confirmed cases among employees. The district also works with Public Health to identify and document confirmed cases and close contacts through the School Portal Outbreak Tracking (SPOT)

The District will ensure that sick leave policies are sufficiently generous and flexible to enable employees who are sick to stay home without penalty.

- The [Families First Coronavirus Response Act](#) requires certain employers to provide employees with paid sick leave or expanded family and medical leave for specified reasons related to COVID-19 which expired on December 31, 2020.

The district will contact the Public Health Department for all COVID related outbreaks. Documentation collected will be kept secure and confidential under FERPA and HIPAA rules.

Process for investigation contact tracing and quarantining of close contacts of confirmed cases in the workplace.

The District will cooperate with the Public Health Department (PHD) and will provide information to the on the confirmed COVID-19 case employees in the workplace, including job titles, work areas, close contacts in the workplace, dates of symptom onset, and shifts worked while infectious.

The District will participate in the CalCONNECT School Portal Outbreak Tracking (SPOT)

Close contacts will be instructed to quarantine at home for *10 days* from their last known contact with the employee with COVID-19 unless the individual has been fully vaccinated and is asymptomatic. *A close contact is someone who spent 15 minutes or more within 6 feet of an individual with COVID-19 infection during their infectious period, which includes, at a minimum, the 48 hours before the individual developed symptoms.*

Notification

Jamestown School District will maintain confidentiality of employees with suspected or confirmed COVID-19 infection when communicating with other employees.

The District will notify all employees who were potentially exposed to the individuals with COVID-19 and will provide any healthcare consultations needed to advise workers regarding their exposure, which may be especially important for those with [high-risk medical conditions](#) (e.g., immune compromise or pregnancy). All non-vaccinated close contacts of cases will be given instructions on home quarantine and symptom monitoring, as well as where to go for COVID-19 testing.

The District will provide information to any employee who is sent home before or during a shift with information about what to expect after they are sent home (e.g., instructions about testing, sick leave rights under federal, state, and local laws and company policies, return-to-work requirements, etc.).

For a more detailed description of how the District will respond to COVID-19 in the workplace refer to [CDPH Guidelines for the Workplace](#) .

Training

All employees are required to complete mandatory annual trainings that are applicable to their positions. These are provided digitally through Get Safety Trained. COVID training has been added to this list of mandatory trainings. The District provides all employees with the availability to take these trainings at the beginning of July and they must be completed within six weeks of the beginning of school. The District has mandated that all employees have the COVID training completed before the first day of school. An additional document developed by JPA, [COVID-19 Required Training Information for Employees](#) was distributed to all employees. An Addendum was added to include the latest CalOSHA guidelines in a JPA COVID-19 Prevention Program (CPP) (See Appendix C), Notice of Potential Exposure (Appendix D), and training materials (Appendix E-F). All employees must complete and sign an *Annual Notifications Checklist and Acknowledgment Form* and are kept in the District Office within our safety binder.

Through our JPA, we are additionally providing COVID-19 training modules to students and parents.

Reopening Options

Reopening school options are based on state legislation AB77/SB98 which states that school reopening plans must include in-person and distance learning options based upon the health conditions of the community. If at any time our county is directed by the Public Health Officer to close schools due to an outbreak, then our District must conduct distance learning for all students. This would remain in effect until advised by Public Health that it is safe to reopen.

The District instructional models are as follows:

o Full Distance Learning or Long-Term Independent Study

- A structured rigorous online distance learning plan or Independent Study with clear expectations and schedules
- A targeted plan to address learning loss during school closure
- Teaching and learning will have accountability with tracking and monitoring daily, record-keeping weekly, and regular communication with parents and guardians on academic progress
- A social emotional learning component within instruction and tiered mental health support services from our school counselor
- Devices will be made available to all students who need one

o Full In-Person Instruction for all students following all health and safety guidelines.

The District understands that some families may have a child who is medically fragile, has vulnerable family members, or is uncomfortable in having an in person return to school at this time. A long-term independent study option will be available for any student at parent request. All long-term independent study requests require a parent signed Master Agreement and a Learning Agreement filed at the district office. All forms can be found on our website.

Students with Access and Functional Needs

The District will examine all existing student health plans to identify students who may need additional accommodations. All families that have any concerns or need accommodations for their child are encouraged to contact school administration. The district will cooperate with all families to identify additional preparations for classroom and non-classroom environments as needed. The District will pay special attention to the following groups who might be at increased risk of becoming infected or having unrecognized illness:

- o Individuals who have limited mobility or require prolonged and close contact with others, such as direct support providers and family members;
- o Individuals who have trouble understanding information or practicing preventive measures, such as hand washing and physical distancing;
- o Individuals who may not be able to communicate symptoms of illness

Facility Use Agreements

At this time there will be no external community organizations facility use on the Jamestown School District campuses, including the Jamestown Family Resource Center, until it is safe to do so as defined by state and local Public Health officials and our District insurance carrier through JPA.

Considerations for Reclosing and Reopening/ Partial or Total Closure

School closures to in-person instruction may be part of a broader set of recommendations intended to reduce transmission of SARS-CoV-2, the virus that causes COVID-19. For more detailed direction on measures to be taken

when a student, teacher, or staff member has symptoms or is diagnosed with COVID-19, please see the [COVID-19 Reopening Framework for K-12 Schools in California](#).

Jamestown School District will check State and local orders and health department notices daily about transmission in the area or closures and will adjust our operations accordingly.

When a student, teacher or staff member tests positive for COVID-19 and had exposed others at the school, we will refer to the CDPH Framework for K-12 Schools, and implement the following:

- In consultation with the local public health department, the District will decide whether school closure versus cleaning and quarantine of exposed persons or other 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.
- Close off the classroom or office where the 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 as long as possible.
- Additional areas of the school visited by the COVID-19 positive individual may also need to be closed temporarily for cleaning and disinfection.
- Implement communication plans for exposure at school and potential school closures to include outreach to students, parents, teachers, staff and the community.
- Include information for staff regarding labor laws, information regarding Disability Insurance, Paid Family Leave and Unemployment Insurance, as applicable to schools. See additional information on government programs supporting sick leave and worker's compensation for COVID-19, including worker's sick leave rights under the Families First Coronavirus Response Act and employee's rights to workers' compensation benefits and 18 presumption of the work-relatedness of COVID-19 pursuant to the Governor's Executive Order N-62-20, while that Order is in effect.
- Provide guidance to parents, teachers and staff reminding them of the importance of community physical distancing measures while a school is closed, including discouraging students or staff from gathering elsewhere.
- Develop a plan for continuity of education. Consider in that plan how to also continue nutrition and other services provided in the regular school setting to establish alternate mechanisms for these services to continue.
- Maintain regular communications with the local health department

Draft Review by Jamestown Teacher's Association on July 30, 2020

Draft Review by CSEA on July 30, 2020

Draft Review by Jamestown School District Governing Board on July 31, 2020

Draft Reviewed by School Site Council on August 10, 2020

Approved by Tuolumne County Public Health Department August 12, 2020

Jamestown School District Governing Board Approval August 12, 2020

Revision Board Approved on January 13, 2021

COVID-19 Preparedness Plan for Jamestown School District

Jamestown School District is committed to providing a safe and healthy workplace for all our employees. To ensure we have as safe and healthy workplace, we have developed the following COVID-19 Preparedness Plan in response to the COVID-19 pandemic. All employees are all responsible for implementing this plan and all supervisors are responsible for ensuring its implementation. Our goal is to mitigate the potential for transmission of COVID-19 in our workplaces and communities, and that requires full cooperation among our employees. Only through this cooperative effort can we establish and maintain the safety and health of our employees and workplaces.

Employees are responsible for implementing and complying with all aspects of this COVID-19 Preparedness Plan. Our COVID-19 Preparedness Plan follows Centers for Disease Control and Prevention (CDC) and California Department of Public Health guidelines, Cal-OSHA standards related to COVID-19 and Governor Newsom's Executive Orders and addresses:

- hygiene and respiratory etiquette;
- engineering and administrative controls for social distancing;
- cleaning, disinfecting, decontamination and ventilation;
- prompt identification and isolation of sick persons;
- communications and training that will be provided to employees;
- management and supervision necessary to ensure effective implementation of the plan.

Screening and Policies for Employees Exhibiting Signs and Symptoms of COVID-19

Employees have been informed of and encouraged to self-monitor for signs and symptoms of COVID-19. The following policies and procedures are being implemented to assess employees' health status upon entering the workplace and for employees to report to their immediate supervisor when they are sick or experiencing symptoms. Health screening occurs by all employees either before or immediately upon entering campus. The daily intake log of the employee's health and whether the employee has been exposed to anyone with a positive diagnosis of COVID will be recorded and kept confidential. If an employee has a fever over 100.4 or greater, they are restricted from entering and remaining at the school facility and will be sent home. If an employee becomes sick during their workday, they will isolate immediately, report to their direct supervisor, and go directly home limiting contact with any person. If an employee becomes symptomatic while at home, they will remain home until symptom free or released by a doctor. In all cases, the employee must notify their supervisor immediately and restrict all contact with any person.

Jamestown School District has implemented leave policies that promote workers staying at home when they are sick, when household members are sick, or when required by a health care provider to isolate or quarantine themselves or a member of their household. Leave will comply with all labor law, bargaining unit contracts, Family Medical Leave Act (FMLA) and all other policies addressing these situations. The District will follow the current bargaining contracts in regard to employees who have underlying medical conditions or who have household members with underlying health conditions. Jamestown School District has implemented a procedure for informing workers that if they have been exposed to a person with COVID-19 at their workplace, they are required to quarantine for the required amount of time. Employees who have taken leave due to COVID-19, may require a doctor's note attesting that the employee may return to work and is symptom free. The district will follow all regulations in protecting the privacy of workers' health status and health information.

If a staff member, student or visitor becomes sick while on campus, or exhibiting symptoms will be required to wait in an isolation area (There are several available spaces on the JES campus, the nurse's office, room 24, and room 5, and the library will be used at Chinese Camp) until they can be safely transported home by a parent/guardian or an approved contact or to a healthcare facility, as soon as practicable. If symptoms are severe, or the person looks like they need immediate medical care, the school staff will call 9-1-1 and will tell the dispatcher about person's COVID symptoms.

Areas used by any individual suspected of being infected with the virus that causes COVID-19 will be closed off and will not be used before cleaning and disinfection. In order to reduce risk of exposure, custodial will wait 24 hours before cleaning and disinfecting, or as long as practicable. Custodians will safely and correctly apply disinfectants using personal protective equipment and ventilation recommended for cleaning. Disinfectant products will be kept away from students at all times.

Parents/Guardians are strongly encouraged to self-monitor their child(ren) for signs of COVID-19 related symptoms and to self-report to the school district in the event of a suspected COVID-19 illness.

As a reminder people with COVID-19 have had a wide range of reported symptoms – ranging from mild symptoms to severe illness. Symptoms may appear 2-14 days after exposure to COVID-19. Symptoms can include:

- 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

This list does not include all possible symptoms and children and youth with SARS-CoV-2 infection may experience any, all, or none of these symptoms. (See [Symptoms of Coronavirus](#) for more information).

[Sample Daily Home Screening for Students Form](#)

The district will use the SHARE method to educate and provide information to staff and parents on the importance of vaccinations against influenza.

- SHARE the reasons why the influenza vaccine is right for the patient given his or her age, health status, lifestyle, occupation, or other risk factors.
- HIGHLIGHT positive experiences with influenza vaccines (personal or in your practice), as appropriate, to reinforce the benefits and strengthen confidence in influenza vaccination.
- ADDRESS patient questions and any concerns about the influenza vaccine, including side effects, safety, and vaccine effectiveness in plain and understandable language.
- REMIND patients that influenza vaccines protect them and their loved ones from serious influenza illness and influenza-related complications.
- EXPLAIN the potential costs of getting influenza, including serious health effects, time lost (such as missing work or family obligations), and financial costs.

All staff has access to on site COVID testing. Information regarding the availability of vaccinations and vaccine locations within the community has been disseminated to staff and parents. All employees are required to show proof of vaccination or must participate in weekly surveillance testing through either PCR or Antigen testing. A confidential log of employee status is held in the district office.

Handwashing

Basic infection prevention measures are being implemented at our workplaces at all times. Employees are instructed to wash their hands for at least 20 seconds with soap and water frequently throughout the day, but especially at the beginning and end of their shift, prior to any mealtimes and after using the toilet. All employees, students, and visitors who enter campus will be required to wash or sanitize their hands prior to or immediately upon entering the facility. Staff will model, teach and practice handwashing. For example, for lower grade levels, bathroom time is an opportunity to reinforce healthy habits and monitor proper handwashing.

Hands-free hand-sanitizer dispensers (that use sanitizers of greater than 60% alcohol) are at entrances and other common area locations on campus, so they can be used for hand hygiene in place of soap and water, as long as hands are not visibly soiled. Ethyl alcohol-based hand sanitizers will be used, and children under age nine will use hand sanitizer under adult supervision.

Respiratory Etiquette: Cover your cough or sneeze

Employees, students and visitors are being instructed to cover their mouth and nose with their sleeve or a tissue when coughing or sneezing and to avoid touching their face, in particular their mouth, nose and eyes, with their hands. They should dispose of tissues in provided trash receptacles and wash or sanitize their hands immediately

afterward. Respiratory etiquette will be demonstrated on posters and signage and supported by making tissues and trash receptacles available.

Face Coverings will be expected to be worn by all staff and students and in accordance with [CDPH Guidelines](#). Masking for both students and staff is not required in outside spaces, but is mandatory inside where students are present. Information about the Use of Face Coverings will be provided to staff and families, including circumstances in which face coverings must be worn and the exemptions, as well as any policies, work rules, and practices the employer has adopted to ensure the use of face coverings.

The District will provide all staff and students with face coverings and other necessary PPE, and will ensure that the CDPH guidelines are followed. A face shield with a drape is an acceptable alternative for children and staff.

The district will provide employees who are not fully vaccinated with face coverings and will ensure that they are worn over the nose and mouth when indoors and in vehicles when required by orders from CDPH. Respirators will be provided by the district for voluntary use by employees and the district will ensure that the respirator is the correct size for the employee.

Exemptions for face coverings:

- Persons younger than two years old, anyone who has trouble breathing, anyone who is unconscious or incapacitated, and anyone who is otherwise unable to remove the face covering without assistance are exempt from wearing a face covering
- A cloth face covering or face shield should be removed for meals, snacks, or when it needs to be replaced.
- In order to comply with this guidance, 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

Any student who is excluded from campus due to a non-exemption of wearing a face covering will be provided placed on long-term independent study.

Social Distancing and Masking

Social distancing, will be encouraged and implemented while on campus and in workspaces. Signage, markings and instructions regarding social distancing for employees, students, and visitors will be posted as a reminder. Physical workspaces will be reconfigured as necessary to comply with social distancing guidelines. Face shields and/or face masks will be supplied to those employees that must be in closer contact to complete their assigned duties.

Personal protective equipment will be offered and provided by the district to all employees upon returning to campus for the new school year and will be instructed not to share with any other person. Personal items such as phones, pens, computer equipment, desks, workstations, or other personal work tools and equipment will not be shared and, if used by more than one person, cleaned and disinfected between users.

Face covering procedures will follow all CDC and Public Health guidelines. Wearing of masks correctly and consistently is for the best protection of all. Be sure that hands are washed or hand sanitizer has been used before putting on a face covering. Do be sure that the face covering covers your nose and mouth, is secure under your chin, and fits snugly against the sides of the face. Be sure to regularly wash all face coverings.

For more detailed information use the following link [CDPH Guidance on Face Coverings](#) . All staff and parents will be provided information on [Proper Use and Washing of Face Coverings](#).

The following individuals are exempt from wearing a face covering, approved by their medical practitioner:

- ☐ Persons with a medical condition that prevents wearing a face covering. This includes persons with a medical condition for whom wearing a face covering could obstruct breathing or who are unconscious, incapacitated, or otherwise unable to remove a face covering without assistance.
- ☐ Persons who are hearing impaired, or communicating with a person who is hearing impaired, where the ability to see the mouth is essential for communication.

Cleaning, Disinfection and Ventilation

Regular housekeeping practices will be implemented, including daily routine cleaning and disinfecting of classrooms, common areas, restrooms work surfaces, offices, equipment, tools and machinery. Cleaning and disinfecting will be conducted in high-touch areas, such as phones, keyboards, touch screens, controls, door handles, railings, copy machines. A cleaning schedule conducted by custodial staff will be implemented and posted. Appropriate and effective cleaning and disinfectant supplies have been purchased and are available for use in accordance with product labels, safety data sheets and manufacturer specifications and are being used with required personal protective equipment for the product. All disinfectant products will be properly stored, locked and out of reach of children.

All students using bus transportation will adhere to face covering guidelines. If a student does not have a face covering, disposable masks will be available on each bus and will be provided for the student's use. Students will enter the bus and go directly to the back of the bus and fill the seats from back to front. Once the bus route and passenger lists are established, students will sit in assigned seats, with siblings sitting together.

Buses will be thoroughly cleaned and disinfected daily and after transporting any individual who is exhibiting symptoms of COVID-19. Drivers will be provided disinfectant wipes and disposable gloves to support disinfection of frequently touched surfaces during the day.

Multi passenger vehicles, such as District vans, will adhere to social distancing guidelines and will only be used for mandatory transportation. Disinfecting procedures will be used daily upon entry of the vehicle and exiting of the vehicle.

All disinfectants will be used according to the [EPA Approved list "N"](#) and stored safely and properly out of reach of children.

All staff will use proper ventilation during cleaning and disinfecting. The District encourages introducing fresh outdoor air as much as possible, for example, by opening windows where practicable and using outdoor spaces for eating and instruction when possible. Efforts will be made to air out the indoor space before children arrive and the custodial cleaning schedule will be developed around times when students are not present. If classrooms need to use air conditioning, staff will be instructed to use the setting that brings in outside air. Maintenance will check air filters and filtration systems regularly to ensure optimal air quality.

Communications and Training

This COVID-19 Preparedness Plan was developed in consultation with the site leadership team, management, bargaining units, School Site Council and the Governing Board. The plan will be communicated through an all staff email, included in hiring packets, and will be included in the policies required on the annual notification acknowledgment form for all employees on at the beginning of each school year. A review of the plan and any necessary training will be provided. Additional communication and training will be ongoing and provided to all workers who did not receive the initial training. Instructions will be communicated to parents and visitors about: how drop-off and pick-up will be conducted to ensure social distancing and required hygiene practices. Visitors will also be advised not to enter campus, if they are experiencing symptoms or have contracted COVID-19. Signage will be posted at the entrances to campus.

Administration and management will monitor how effective the plan is being implemented by meeting once a month to review.

This COVID-19 Preparedness Plan approval by the Jamestown School District Governing Board on *June 24, 2020* and posted throughout the facility on *July 1, 2020*. The plan has been added to our District Comprehensive Safety Plan and will be updated as necessary.

Jamestown School District Governing Board Approval June 24, 2020

Jamestown School Governing Board Revision Approval July 31, 2020

Jamestown School Governing Board Revision Approval August 12, 2020

Jamestown School Governing Board Revision Approval January 13, 2021

Jamestown School Governing Board Revision Approval July 14, 2021

Pending Jamestown School Governing Board Revision Approval December 13, 2021

Appendix A

Jamestown School District Risk Assessment and Mitigation Strategies

Risk Consideration	Risk Mitigation Strategies	Resources	Risk Level
<p>Are our employees at a People at higher risk for COVID-19 such as older adults (65 and older) or people with chronic medical conditions?</p>	<ul style="list-style-type: none"> • Actively encourage sick employees to stay home. Employees with COVID- 19 Symptoms (e.g. fever, cough, or shortness of breath) should be advised to stay home • Communication about risk to staff/clients should be emphasized • Encourage the use of individual measures such as frequent hand hygiene, social distancing, respiratory etiquette and staying home when ill • Consider minimizing face-to-face contact between these employees or assign work tasks that allow them to maintain a distance of six feet from other employees, students and visitors, or to remote work if possible. 	<p>CDC Homepage</p>	<p>High</p>
<p>Has an employee potentially been exposed to COVID-19 or tested positive for COVID-19?</p>	<ul style="list-style-type: none"> • Notify direct supervisor immediately and contact Public Health Department • If employee tests positive for COVID-19, close contacts should be notified but the identity of the person who may have exposed them should not be shared (Maintain confidentiality) • If an employee has had close contact with another employee who has been diagnosed with COVID-19, the exposed employee should quarantine at home for 14 days. 	<p>Home Quarantine Information</p> <p>COVID-19 Notification Flow Chart</p> <p>Illness and Quarantine Guidelines</p>	<p>High</p>

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Jamestown School District Risk Assessment and Mitigation Strategies

	<ul style="list-style-type: none"> • If an employee did not have close contact with their coworker, they do not need to be sent home, but should continue to closely monitor for symptoms. • Advise employees to not return to work until they have met CDC guidelines to discontinue home isolation, including 24 hours fever free without using fever reducing medications, and symptoms have improved, and at least 10 days since symptoms first appeared. • The District will practice proper cleaning and sanitizing, especially if an employee has tested positive for COVID-19. 	<p><u>Discontinuation of isolation for persons with COVID-19</u></p> <p><u>Proper Cleaning and Disinfecting Procedures</u></p>	
Are outside visitors or deliveries creating a greater risk of spreading disease?	<ul style="list-style-type: none"> • Modify service delivery protocols • Limit non-staff and student entry to campus • Follow all CC guidelines for social distancing, face coverings and frequent hand hygiene • Perform frequent cleaning and disinfecting • Implement ingress/egress procedures to minimize exposure • Research and purchase digital programs for visitor sign in and student drop off/pick up system 	<p><u>How to Protect Yourself and Others</u></p>	High

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Jamestown School District Risk Assessment and Mitigation Strategies

Will our staff be participating in activities that promote transmission?	<ul style="list-style-type: none"> • Encourage employees to practice social distancing. This means maintaining at least 6 feet between employees during all interactions, including lunch, employee trainings, and other workplace events • Employees must participate in health screening procedures before entering campus and workspace • Use videoconferencing or teleconferencing for work-related meetings and gatherings when possible. • Large in-person meetings and gatherings should be canceled or postponed if videoconferencing or teleconferencing is not available. 		High
Will our students be participating in activities that promote transmission?	<ul style="list-style-type: none"> • Classroom configurations need to be adjusted to accommodate 6 feet distancing • Encourage classroom instruction in outdoor spaces when possible • Keep in small classroom cohorts and avoid mixing of cohorts • No mixed cohort recess, lunches or large assemblies or field trips • Create staggered schedules (A/B days, start and end times) 		High
How will we respond to emergency situations and is there a continuity plan?	<ul style="list-style-type: none"> • Develop a plan for high absenteeism and disruption in school functions. • Develop flexible worksites and work hours • Create a substitute list for essential staff 	<p><i>JSD Comprehensive Safety Plan is located on our website</i></p> <p>Jamestown School District Website</p>	High

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Jamestown School District Risk Assessment and Mitigation Strategies

	<ul style="list-style-type: none"> • Provide all technology and resources necessary to allow for remote work. • Develop a plan for emergency fire drill staging and other emergency evacuation staging • Update all emergency contact information of employees • Update Comprehensive safety plan and IIPP plan 		
Does our workplace have existing environmental cleaning procedures that align with the Centers for Disease Control guidance?	<ul style="list-style-type: none"> • Enhance your environmental cleaning procedures and protocols with special attention to high touch services and objects (tables, desks, counters, door handles, light switches, phones, keyboards, toilets, faucets, sinks etc.) • Ensure that proper sanitizing is taking place • If in person instruction, there will need to be additional custodial staff hired or extended hours of existing staff 	CDC Guidance on Cleaning and Disinfecting	High
How will staff absenteeism impact our operations?	<ul style="list-style-type: none"> • Prepare and have a plan to institute flexible workplace and leave policies for employees who are sick, in self-isolation, or caring for family members 		High
Will our employees or students be participating in activities that could lead to potential exposure?	<ul style="list-style-type: none"> • Reinforce social distancing measures (avoid handshakes, maintain 6 feet distance between others) • Avoid sharing communal office supplies and equipment (tables, electronic devices, pens) 		High

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Jamestown School District Risk Assessment and Mitigation Strategies

	<ul style="list-style-type: none"> • Avoid potlucks, buffets, staff lunches, and other instances where serving utensils, plates, trays, and other objects may be handled by multiple people. • Employees should wash their hands frequently 		
How will we handle a student(s) with COVID-19 symptoms?	<ul style="list-style-type: none"> • Implement a screening procedure • Develop a Response Team and provide training • Designate an isolation room (with one or more back-up locations) 	COVI-19 Screening Flow Chart	
Can our workplace or facility infrastructure be easily altered to implement recommended health and safety prevention measures?	<ul style="list-style-type: none"> • Increase the spatial separation between desks and workstations as well as individuals (staff and students) from each other, 6-foot separation or use a physical barrier (e.g., cubicle, Plexiglas window) • Install Plexiglass barriers in higher traffic areas such as the school office and cafeteria • Remove extra furniture in classrooms to allow for maximum capacity • Remove all communal use items • Enhance environmental cleaning procedures and protocols with a special attention to high touch surfaces • 		High

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Jamestown School District Risk Assessment and Mitigation Strategies

Can our transportation systems adhere to recommended health and safety prevention measures?	<ul style="list-style-type: none"> • Maximize space between students on school buses and open windows to the greatest extent possible. • Create a protocol for students entering the bus such as keeping siblings together, going to back of the bus first and filling in, assigning seats, temperature-taking when leaving the bus, masking required • Regular cleaning/ disinfecting before students enter the bus and after exiting each time the bus is in use • Have designated pathways when exiting the bus for students in different grade levels to minimize contact 		
Do we have a method of communication that ensures timely and effective messages are sent to employees and families?	<ul style="list-style-type: none"> • Use the SIS Auto dialer messaging system to communicate to stakeholders • Be sure to have communication translated into Spanish • Make home visits to those families that cannot be contacted. 		Medium
Does our workplace offer mental health support to employees and students?	<ul style="list-style-type: none"> • Utilize school counselor to provide mental health support to staff and students. • Develop a tiered system of support for students with regular check-ins and referrals to outside resources if needed • Provide mental health resources through print, websites, or presentations to staff and students 		High

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Jamestown School District Risk Assessment and Mitigation Strategies

	<ul style="list-style-type: none"> • Provide training opportunities for staff to be prepared to address mental health concerns and needs of students. • SEL must be a component of all instructional models • Use Trauma informed strategies and practices with students • Encourage self-care strategies for staff and instruct staff to set time boundaries (create office hours within the daily schedule) for parent communication 		
Do we have policy language on outside entity facility use?	<ul style="list-style-type: none"> • Follow all JPA guidance regarding third party facility use • As long as the District is on an alternate schedule (Hybrid or distance learning) to address hygiene, social distancing, no mass gatherings, small cohorts, and heightened cleaning/disinfecting procedures, no outside facility use will be allowed. 		Medium
What district Board Policies do we have to address COVID-19?	<ul style="list-style-type: none"> • Acquire and have the Governing Board approve any new Board Policies related to COVID-19 • Develop a COVID Preparedness Plan 	BP 4213.5 Working Remotely BP 0470 COVID-19 Mitigation Plan COVID-19 Preparedness Plan	High

Appendix A

Jamestown School District Risk Assessment and Mitigation Strategies

What trainings or procedures need to be identified, provided, and implemented in the District?	<ul style="list-style-type: none">• Add COVID training to the Get Safety Trained list for employees to complete before they return to work in the fall• Revise our annual notification checklist to include COVID training• Implement employee self-check health screening procedure and keep appropriate, confidential records for up to 30 days• Invest in a parent and student COVID training module• Procure and post signage and markers for social distancing and handwashing hygiene.		High
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COVID-19 Prevention Program

An Addendum to the Injury and Illness Program

*In accordance with TITLE 8, DIVISION 1, CHAPTER 4, Subchapter 7.
General Industry Safety Orders Section 3205, COVID-19 Prevention*

Jamestown School District

COVID-19 Prevention Program

An Addendum to the Injury and Illness Program: *In accordance with TITLE 8, DIVISION 1, CHAPTER 4, Subchapter 7. General Industry Safety Orders Section 3205, COVID-19 Prevention*

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COVID-19 Prevention Program

An Addendum to the Injury and Illness Program: *In accordance with TITLE 8, DIVISION 1, CHAPTER 4, Subchapter 7. General Industry Safety Orders Section 3205, COVID-19 Prevention*

(a) Scope.

(1) This program applies to all employees and all places of employment, with the following exceptions:

- (A) Work Locations with one employee who does not have contact with other persons.
- (B) Employees working from home.
- (C) Employees with occupational exposure as defined by section 5199, Aerosol Transmissible Diseases, when covered by that section.
- (D) Employees teleworking from a location of the employee's choice, which is not under the control of the employer.

(b) Definitions. The following definitions apply:

“Close Contact” means being within six feet of a COVID-19 case for a cumulative total of 15 minutes or greater in any 24-hour period within or overlapping with the “high-risk exposure period” defined by this section. This definition applies regardless of the use of face coverings.

EXCEPTION: Employers have not had a close contact if they wore a respirator required by the employer and used in compliance with section 5144, whenever they were within six feet of the COVID-19 case during the high-risk period.

“COVID-19” means coronavirus disease, an infectious disease caused by the severe acute respiratory syndrome coronavirus 2 (SARS-CoV-2).

“COVID-19 case” means a person who:

- (1) Has a positive “COVID-19 test” as defined in this section; or has a positive COVID-19 diagnosis from a licensed health care provider; or
- (2) Is subject to COVID-19-related order to isolate issued by a local or state health official; or
- (3) Has died due to COVID-19, in the determination of a local health department or per inclusion in

“COVID-19 hazard” means potentially infectious material that may contain SARS-CoV-2, the virus that causes COVID-19. Potentially infectious materials include airborne droplets, small particle aerosols, and airborne droplet nuclei, which most commonly result from a person or persons exhaling, talking or vocalizing, coughing, or sneezing, or from procedures performed on persons which may aerosolize saliva or respiratory tract fluids. This also includes objects or surfaces that may be contaminated with SARS-CoV-2.

“COVID-19 symptoms” means the following unless a licensed health care professional determines the person's symptoms were caused by a known condition other than COVID-19.

- fever of 100.4 degrees Fahrenheit or higher
- chills
- cough
- shortness of breath or difficulty breathing
- fatigue
- muscle or body aches

COVID-19 Prevention Program

An Addendum to the Injury and Illness Program: *In accordance with TITLE 8, DIVISION 1, CHAPTER 4, Subchapter 7. General Industry Safety Orders Section 3205, COVID-19 Prevention*

- headache
- new loss of taste or smell
- sore throat
- congestion or runny nose
- nausea or vomiting, or diarrhea,

“COVID-19 test” means a viral test for SARS-CoV-2 that is:

(1) Approved by the United States Food and Drug Administration (FDA) or has an Emergency Use Authorization from the FDA to diagnose current infection with the SARS-CoV-2 virus; and

(2) Administered in accordance with the FDA approval or the FDA Emergency Use Authorization as applicable.

“Exposed group” means all employees at a work location, working area, or a common area at work, where an employee COVID-19 case was present at any time during the high-risk exposure period. A common area at work includes bathrooms, walkways, hallways, aisles, break or eating areas, and waiting areas. The following exceptions apply:

(A) For the purpose of determining the exposed group, a place where persons momentarily pass through while everyone is wearing face coverings, without congregating, is not a work location, working area, or a common area at work.

(B) If the COVID-19 case was part of a distinct group of employees who are not present at the workplace at the same time as other employees, for instance a work crew or shift that does not overlap with another work crew or shift, only employees within that distinct group are part of the exposed group.

(C) If the COVID-19 case visited a work location, working area, or a common area at work for less than 15 minutes during the high-risk exposure period, and the COVID-19 case was wearing a face covering during the entire visit, other people at the work location, working area, or common area are not part of the exposed group.

NOTE: An exposed group may include the employees of more than one employer. See Labor Code sections 6303 and 6304.1.

“Face covering” means a surgical mask, a medical procedure mask, a respirator worn voluntarily, or a tightly woven fabric or non-woven material of at least two layers. A face covering has no visible holes or openings and must, covers the nose and mouth. A face covering does not include a scarf, ski mask, balaclava, bandana, turtleneck, collar, or single layer fabric.

“Fully vaccinated” means the employer has documented that the person received, at least 14 days prior, either the second dose in a two-dose COVID-19 vaccine series or a single-dose COVID-19 vaccine. Vaccines must be FDA approved; have an emergency use authorization from the FDA; or, for persons fully vaccinated outside the United States, be listed for emergency use by the World Health Organization (WHO).

“High-risk exposure period” means the following time period:

(1) For COVID-19 cases who develop COVID-19 symptoms: from two days before they first develop symptoms until all of the following is true: it has been 10 days since symptoms first appeared; 24 hours have passed with no fever, without the use of fever-reducing medications; and symptoms have improved.

(2) For COVID-19 cases who never develop COVID-19 symptoms, from two days before until 10 days after the specimen for their first positive test for COVID-19 was collected.

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“Respirator” means a respiratory protection device approved by the National Institute for Occupational Safety and Health (NIOSH) to protect the wearer from particulate matter, such as an N95 filtering face piece respirator.

“Worksite,” for the limited purposes of COVID-19 prevention regulations only, means the building, store, facility, agricultural field, or other location where a COVID-19 case was present during the high-risk exposure period. It does not apply to buildings, floors, or other locations of the employer that a COVID-19 case did not enter.

NOTE: The term worksite is used for the purpose of notice requirements in subsections (c)(3)(B)3. and 4. only.

(c) Written COVID-19 Prevention Program Components.

Jamestown School District (District) has developed this written COVID-19 Prevention Program, in accordance with TITLE 8, DIVISION 1, CHAPTER 4, Subchapter 7. General Industry Safety Orders Section 3205, COVID-19 Prevention.

The District’s Prevention Program has been developed in accordance with the issued guidance from the State of California Department of Public Health and Cal/OSHA (Appendix A).

Elements of the COVID-19 Prevention Program include:

(1) System for communicating.

The District will do all of the following in a form readily understandable by employees:

(A) Employee Reports:

All employees of the District are to, without fear of reprisal, report to their Supervisor or Manager any of the following:

1. **COVID-19 symptoms:** If any employee is experiencing any of the identified symptoms of COVID-19
2. **Possible COVID-19 close contacts:** If any employee has been within six feet of a COVID-19 case for a cumulative total of 15 minutes or greater in any 24-hour period within or overlapping with the” high risk exposure period. This definition applies regardless of the use of face coverings.
3. **Possible COVID-19 hazards at the workplace:** If any employee becomes aware of a possible hazard in the workplace that could increase the likelihood of exposure to COVID-19.

Methods of Reporting:

1. Complete the Envoy Health Screening App and contact your immediate supervisor and the District Office
2. Please refer to and follow the Employee Screening Flowchart for more detailed reporting

(B) Procedures for accommodating employees with medical or other conditions that put them at increased risk of severe COVID-19 illness.

Please refer to the Jamestown School District COVID Safety Plan.

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(C) Access to COVID-19 testing.

Testing is required in accordance with this written program.

On site self-administered testing is available once a week, or upon request, in the District Office and is processed through COLOR labs. Results are typically within 48 hours and will be delivered by a text and email. All testing results are confidential and will only be reported to district office staff. If an employee tests COVID positive, the employee will follow the current quarantining and isolation flowchart and district protocols that will follow CDPH school and CalOSHA guidance. Public Health will receive notification of all positive tests.

(D) COVID-19 hazards and the District's COVID-19 policies and procedures to protect employees and other employers, persons, and entities within or in contact with the employer's workplace.

Please refer to the Jamestown School District COVID Safety Plan

NOTE: See subsections (c)(3)(C) and (c)(3)(D) for confidentiality requirements for COVID-19 cases.

(2) Identification and evaluation of COVID-19 hazards.

(A) identification and evaluation of COVID-19 hazards

The district will include opportunities for employee and authorized employee representative participation in the identification and evaluation of COVID-19 hazards as follows;

Please refer to the Jamestown School District COVID Safety Plan.

(B) Employee Symptom Screening

The District has implemented a process for screening employees for and responding to employees with COVID-19 symptoms.

Employees are required to complete the Envoy digital health screening app daily and the district follows the Employee Screening Flowchart aligned with our COVID Safety Plan.

(C) Response to COVID-19 case

The district has developed COVID-19 policies and procedures to 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.

Please refer to the Jamestown School District COVID Safety Plan.

(D) Workplace Assessment

The district will conduct a workplace-specific assessment to identify all interactions, areas, activities, processes, equipment, and materials that could potentially expose employees to COVID-19 hazards.

The District will take universal precautions and treat all persons, regardless of symptoms or negative COVID-19 test results, as potentially infectious.

1. This shall include identification of 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, for instance during meetings or trainings and including in and around entrances, bathrooms, hallways, aisles, walkways, elevators, break or eating areas, cool-down areas, and waiting areas.

COVID-19 Prevention Program

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2. This shall include an evaluation of employees' potential workplace exposure 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. Employers shall consider how employees and other persons enter, leave, and travel through the workplace, in addition to addressing stationary work.

Please refer to the Jamestown School District COVID Safety Plan.

(E) Ventilation Systems

For indoor locations, the District will evaluate how to maximize ventilation with outdoor air to the highest level of filtration efficiency compatible with the existing ventilation system; and whether the use of portable or mounted High Efficiency Particulate Air (HEPA) filtration units, or other air cleaning systems, would reduce the risk of COVID-19 transmission.

Jamestown School District has installed MERV-13 filters in all of the Buildings with HVACs that are compatible and they are changed out regularly at recommended times. For portable classrooms, the highest filter has been installed and the addition of an standing air purifier. The ventilation system has been professionally cleaned as on December 30, 2020.

Please refer to the Jamestown School District COVID Safety Plan for further details.

(F) Ongoing monitoring and review of orders and guidance

The District will monitor and review applicable orders and guidance from the State of California and the local health department related to COVID-19 hazards and prevention, ~~including~~ These orders and guidance are both information of general application including Interim guidance for ventilation, Filtration, and Air Quality in indoor environments by the California Department of Public Health (CDPH), and information specific to the employer's industry, location, and operations.

Please refer to the Jamestown School District COVID Safety Plan.

(G) Evaluate existing prevention controls

The District will evaluate existing COVID-19 prevention controls at the workplace and the need for different or additional controls.

Please refer to the Jamestown School District COVID Safety Plan.

(H) Periodic Inspections

The District will conduct periodic inspections as needed to identify unhealthy conditions, work practices, and work procedures related to COVID-19 and to ensure compliance with employers' COVID-19 policies and procedures.

Please refer to the Jamestown School District COVID Safety Plan and IIPP plan.

(3) Investigating and responding to COVID-19 cases in the workplace.

(A) Procedure to investigate COVID-19 cases in the workplace.

This includes procedures for verifying COVID-19 case status, receiving seeking information from employees regarding COVID-19 cases and close contacts, COVID-19 test results and onset of COVID-19 symptoms, and identifying and recording COVID-19 cases.

(B) Response to a COVID-19 case in the workplace:

The District will take all of the following steps in response to a COVID-19 case in the workplace.

COVID-19 Prevention Program

An Addendum to the Injury and Illness Program: *In accordance with TITLE 8, DIVISION 1, CHAPTER 4, Subchapter 7. General Industry Safety Orders Section 3205, COVID-19 Prevention*

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 close contact. 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.

Note: See subsection (c)(10) for exclusion requirements for employees after a close contact.

3. **Within one business day** of the time the employer knew or should have known of a COVID-19 case, the employer shall give written notice in a form readily understandable by employees, that people at the worksite may have been exposed to COVID-19. The notice shall be written in a way that does not reveal any personal identifying information of the COVID-19 case. Written notice may include, but is not limited to, personal service, email, or text message if it can reasonably be anticipated to be received by the employee within one business day of sending. The notice shall include the disinfection plan required by Labor Code section 6409.6 (a) (4). The notice must be sent to the following:
 - a. All employees at the worksite during the high-risk exposure period. If the employer should reasonably know that an employee has not received the notice, or has limited literacy in the language used in the notice, the employer shall provide verbal notice, as soon as practicable, in a language understandable by the employee.
 - b. Independent contractors and other employers at the worksite during the high-risk exposure period.
4. Within one business day of the time the employer knew or should have known of the COVID-19 case, the employer shall provide the notice required by Labor Code section 6409.6 (a) (2) and (c) to the authorized representative of any employee at the worksite during the high-risk exposure period.
5. Make COVID-19 testing available at no cost during paid time, to all employees of the employer who had a close contract in the workplace and provide them with the information on benefits described in subsections (c)(5)(B) and (c)(940)(C) with the following exceptions:
 - a. Employees who were fully vaccinated before the close contact and do not have COVID-19 symptoms.
 - b. COVID-19 cases who returned to work pursuant to subsection 3205(c)(10)(A) or (B) 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 symptoms, for 90 days after the first positive test.
6. Investigate whether workplace conditions could have contributed to the risk of COVID-19 exposure and what could be done to reduce exposure to COVID-19 hazards.

Please refer to the Jamestown School District COVID Safety Plan.

COVID-19 Prevention Program

An Addendum to the Injury and Illness Program: *In accordance with TITLE 8, DIVISION 1, CHAPTER 4, Subchapter 7. General Industry Safety Orders Section 3205, COVID-19 Prevention*

(C) Confidentiality of Personal Identifying Information

All personally identifying information regarding COVID-19 cases or persons with COVID-19 symptoms, and any employee medical records required by this section or by sections 3205.1 through 3205.4, shall be kept confidential, unless is required or permitted by law.

Unredacted information on COVID-19 cases shall be provided to the local health department, CDPH, the Division, the National Institute for Occupational Safety and Health (NIOSH), or as otherwise required by law immediately upon request.

(4) Correction of COVID-19 hazards.

The District has implemented policies and/or procedures for correcting unsafe or unhealthy conditions, work practices, policies and procedures in a timely manner based on the severity of the hazard.

Please refer to the JSD IIPP and COVID-19 IIPP Addendum, and the COVID Safety Plan.

(5) Training and instruction.

Please refer to the Jamestown School District COVID Safety Plan.

The District has developed a training program for all employees with instruction to employees including, but not limited to, the following:

- The District's COVID-19 policies and procedures to protect employees from COVID-19 hazards, and how to participate in the identification and evaluation of COVID-19 hazards.
- Information regarding COVID-19-related benefits to which the employee may be entitled under applicable federal, state, or local laws. This includes any benefits available under legally mandated sick and vacation leave, if applicable, workers' compensation law, local governmental requirements, the employer's own leave policies, and leave guaranteed by contract and this section.
- The fact that COVID-19 is an infectious disease that can be spread through the air when an infectious person talks or vocalizes, sneezes, coughs, or exhales; that COVID19 may be transmitted when a person touches a contaminated object and then touches their eyes, nose, or mouth, although that is less common; and that an infectious person may have no symptoms.
- The fact that particles containing the virus can travel more than six feet, especially indoors, so physical distancing, face coverings, increased ventilation indoors, and respiratory protection decrease the spread of COVID-19, but are most effective when used in combination.
- The employer's policies for providing respirators, and the right of employees who are not fully vaccinated to request a respirator for voluntary use as stated in this section, without fear of retaliation and at no cost to employees. Whenever respirators are provided for voluntary use under this section or sections 3205.1 through 3205.4:
 1. How to properly wear the respirator provided;
 2. How to perform a seal check according to the manufacturer's instructions each time a respirator is worn, and the fact that facial hair interferes with a seal.
- 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.

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- Proper use of face coverings and the fact that face coverings are not respiratory protective equipment. COVID-19 is an airborne disease. N95s and more protective respirators protect the users from airborne disease while face coverings primarily protect people around the user.
- COVID-19 symptoms, and the importance of not coming to work and obtaining a COVID-19 test if the employee has COVID-19 symptoms.
- Information on the employer's COVID-19 policies; how to access COVID-19 testing and vaccination; and the fact that vaccination is effective at preventing COVID-19, protecting against both transmission and serious illness or death.
- The conditions under which face coverings must be worn at the workplace and that face coverings are additionally recommended outdoors for people who are not fully vaccinated if six feet of distance between people cannot be maintained. Employees can request face coverings from the employer at no cost to the employee and can wear them at work, regardless of vaccination status, without fear of retaliation.

(6) Face coverings-for all employees who are not fully vaccinated.

(A) The District will:

- Comply with all public health orders regarding face coverings
- Provide face coverings to all employees as needed
- Ensure they are worn by employees when;
 - indoors or in vehicles
 - and where required by orders from the CDPH or local health department.
- Ensure that required face coverings are clean and undamaged, and they are worn over the nose and mouth.
- Ensure face shields are not used as a replacement for face coverings, although they may be worn together for additional protection.
- The following are exceptions to the face coverings requirement for unvaccinated employees:
 1. When an employee is alone in a room or in a vehicle.
 2. While eating or 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 feasible.
 3. Employees wearing respirators required by the employer and used in compliance with section 5144.
 4. Employees who cannot wear face coverings due to a medical or mental health condition or disability, or who are hearing-impaired or communicating with a hearing-impaired person.
 5. Specific tasks which cannot feasibly be performed with a face covering. This exception is limited to the time period in which such tasks are actually being performed,

(B) Employees exempted from wearing face coverings due to a medical condition, mental health condition, or disability shall wear an effective non-restrictive alternative, such as a face shield with a drape on the bottom, if their condition or disability permits it.

(C) Any employee not wearing a face covering pursuant to the exceptions and not wearing a non-restrictive alternative when allowed under this plan, shall be at least six feet apart from all other persons unless the unmasked employee is either fully vaccinated or tested at least weekly for COVID-19 during

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paid time and at no cost to the employee. The provisions in this plan cannot be used as an alternative to face coverings when face coverings are otherwise required.

(D) The District will not prevent any employee 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.

(E) When face coverings are not required by this section or by sections 3205.1 through 3205.4, employers shall provide face coverings to employees upon request, regardless of vaccination status.

(F) The District will implement the following measures to communicate to non-employees the face coverings requirements on their premises:

Masking requirements are posted on signage around campus and all other detailed requirements and safety measures are with the COVID Safety Plan.

(8) Other engineering controls, administrative controls, and personal protective equipment.

Please refer to the COVID Safety Plan for Policies & Procedures to protect employees in this section:

(A) Maximize Outdoor Air

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 maximizing outdoor air by other means would cause a hazard to employees, for instance from excessive heat or cold.

(B) Cleaning and Disinfecting

The District has implemented cleaning and disinfecting procedures, which require:

1. Identifying and regularly cleaning frequently touched surfaces and objects, such as doorknobs, elevator buttons, equipment, tools, handrails, handles, controls, phones, headsets, bathroom surfaces, and steering wheels. The District will inform employees and authorized employee representatives of cleaning and disinfection protocols, including the planned frequency and scope of cleaning and disinfection.
2. Cleaning of areas, material, and equipment used by a COVID-19 case during the high-risk exposure period, and disinfection if the area, material, or equipment is indoors and will be used by another employee within 24 hours of the COVID-19 case.

NOTE: Cleaning and disinfecting must be done in a manner that does not create a hazard to employees. See Group 2 and Group 16 of the General Industry Safety Orders for further information.

(C) Handwashing Facilities

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. Employers 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.

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(D) Personal protective equipment.

1. The District will evaluate the need for personal protective equipment to prevent exposure to COVID-19 hazards, such as gloves, goggles, and face shields, and provide such personal protective equipment as needed.
2. Upon request, employers shall provide respirators for voluntary use in compliance with subsection 5144(c)(2) to all employees who are not fully vaccinated and who are working indoors or in vehicles with more than one person. Whenever an employer makes respirators for voluntary use available, under this section or sections 3205.1 through 3205.4, the employer shall encourage their use and shall ensure that employees are provided with a respirator of the correct size.
3. The District will provide and ensure use of respirators in compliance with section 5144 when deemed necessary by the Division through the Issuance of Order to Take Special Action, in accordance with title 8 section 332.3.
4. The District will provide and ensure use of eye protection and respiratory protection in compliance with section 5144 when employees are exposed to procedures that may aerosolize potentially infectious material such as saliva or respiratory tract fluids.

NOTE: Examples of work covered by subsection (c)(8)(E)4. include, but are not limited to, certain dental procedures and outpatient medical specialties not covered by section 5199.

(9) Reporting, recordkeeping, and access.

(A) Local Public Health

The District will report information about COVID-19 cases and outbreaks at the workplace to the local health department whenever required by law, and shall provide any related information requested by the local health department. The employer shall report all information to the local health department as required by Labor Code section 6409.6.

(B) Injury & Illness Prevention Program

The District will maintain records of the steps taken to implement the written COVID-19 Prevention Program in accordance with section 3203(b).

(C) Access to the COVID-19 Prevention Program

The written COVID-19 Prevention Program shall be made available at the workplace to employees, authorized employee representatives, and to representatives of the Division immediately upon request.

(D) Access to COVID-19 Case Records

The District will keep a record of and track all COVID-19 cases with the employee's name, contact information, occupation, location where the employee worked, the date of the last day at the workplace, and the date of a positive COVID-19 test.

(10) Exclusion of COVID-19 cases and employees who had close contact

Please refer to the COVID Safety Plan for Policies & Procedures.

The purpose of this section is to limit transmission of COVID-19 in the workplace.

(A) COVID-19 Cases

The District will ensure that COVID-19 cases are excluded from the workplace until the return to work requirements in section 11 are met.

COVID-19 Prevention Program

An Addendum to the Injury and Illness Program: *In accordance with TITLE 8, DIVISION 1, CHAPTER 4, Subchapter 7. General Industry Safety Orders Section 3205, COVID-19 Prevention*

(B) COVID-19 Exposure Cases

The District will exclude from the workplace employees who had close contact until the return to work requirements are met outlined in this document 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 pursuant to subsection (c)(10)(A) or (B) 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.

(C) Earnings & Benefits while excluded

For employees excluded from work the District will continue and maintain the employee's earnings, wages, seniority, and all other employee rights and benefits, including the employee's right to their former job status, as if the employee had not been removed from their job.

The District may use employer-provided employee sick leave for this purpose to the extent permitted by law. Wages due under this subsection are subject to existing wage payment obligations and must be paid at the employee's regular rate of pay no later than the regular pay day for the pay period(s) in which the employee is excluded. Unpaid wages owed under this subsection are subject to enforcement through procedures available in existing law. If an employer determines that one of the exceptions below applies, it shall inform the employee of the denial and the applicable exception.

EXCEPTION 1: Subsection (c)(9)(C) does not apply where the employee received disability payments or was covered by workers compensation and received temporary disability.

EXCEPTION 2: Subsection (c)(10)(C) does not apply where the employer demonstrates that the close contact is not work related.

(D) This section does not limit any other applicable law, employer policy, or collective bargaining agreement that provides for greater protections.

(E) Information on Benefits & Leaves

At the time of exclusion, the District will provide the employee the information on available benefits and leaves as required

(11) Return to work criteria.

Please refer to the COVID Safety Plan for Policies & Procedures.

(A) COVID-19 cases with COVID-19 symptoms shall not return to work until:

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

(B) COVID-19 cases who tested positive but never developed COVID-19 symptoms

Shall not return to work until a minimum of 10 days have passed since the date of specimen collection of their first positive COVID-19 test.

COVID-19 Prevention Program

An Addendum to the Injury and Illness Program: *In accordance with TITLE 8, DIVISION 1, CHAPTER 4, Subchapter 7. General Industry Safety Orders Section 3205, COVID-19 Prevention*

(C) A negative COVID-19 test shall not be required for an employee to return to work.

(D) Persons who had a close contact may return to work as follows:

1. Persons who had a close contact but never developed any COVID-19 symptoms may return to work when 10 days have passed since the last known close contact.
2. Persons who had a close contact and developed any COVID-19 symptom cannot return to work until the requirements of subsection (c)(10)(A) have been met, unless all of the following are true:
 - a. The person tested negative for COVID-19 using a polymerase chain reaction (PCR) COVID-19 test with specimen taken after the onset of symptoms; and
 - b. At least 10 days have passed since the last known close contact; and
 - c. The person has been symptom-free for at least 24 hours, without using fever-reducing medications.

(E) If an order to isolate quarantine or exclude an employee is issued by a local or state health official

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 in accordance with the return to work periods in subsection (11) (A).

Guidance from the California Department of Public Health:

[What to do when a student is sick flow chart-](#)

<https://drive.google.com/file/d/19r5AvSSZ-iiQ91-bAwHaf0VJXbofSWW0/view?usp=sharing>

(E) Division approval of return to work

If there are no violations of local or state health officer orders for isolation or quarantine, or exclusion would result 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 cases, the District will 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 feasible, the use of respirators in the workplace.

Note: Authority cited: Section 142.3, Labor Code. Reference: Sections 142.3 and 144.6, Labor Code.

COVID-19 Prevention Program

An Addendum to the Injury and Illness Program: *In accordance with TITLE 8, DIVISION 1, CHAPTER 4, Subchapter 7. General Industry Safety Orders Section 3205, COVID-19 Prevention*

§ 3205.1. Multiple COVID-19 Infections and COVID-19 Outbreaks.

(a) Scope.

- (1) This section applies to a workplace covered by section the District COVID-19 Prevention Program if:
 - The exposed workplace covered by section 3205 if three or more employee COVID-19 cases within an exposed group, visited the workplace during their high-risk exposure period at any time during a 14-day period.
- (2) This section shall apply until there are no new COVID-19 cases detected in the exposed group for a 14-day period.

(b) COVID-19 testing.

On site self-administered testing is available once a week, or upon request, in the District Office and is processed through COLOR labs. Results are typically within 48 hours and will be delivered by a text and email. All testing results are confidential and will only be reported to district office staff and Public Health. If an employee tests COVID positive, the employee will follow the current quarantining and isolation flowchart and district protocols that will follow CDPH school and Cal OSHA guidance. Public Health will receive notification of all positive tests.

- (1) The District will make COVID-19 testing available at no cost to its employees within the exposed group, during employees' paid time, except:

(A) Employees who are not present at the workplace during the relevant 14-day period(s).

(B) Employees who were fully vaccinated before section 3205.1 became applicable to the workplace and who do not have COVID-19 symptoms.

(C) For COVID-19 cases who did not develop COVID-19 symptoms after returning to work pursuant to subsections 3205(c)(10)(A) or (B), no testing is required for 90 days after the initial onset of COVID-19 symptoms or, for COVID-19 cases who never developed symptoms, 90 days after the first positive test.

- (2) COVID-19 testing shall consist of the following:

(A) Immediately upon being covered by this section, testing should be made available to all employees in the exposed group and then again one week later. Negative COVID-19 test results of employees with COVID-19 exposure shall not impact the duration of any quarantine, isolation, or exclusion period required by, or orders issued by, the local health department.

(B) After the first two COVID-19 tests required by (b)(2)(A), The District will make COVID-19 testing available once a week at no cost, during paid time, to all employees in the exposed group who remain at the workplace, or more frequently if recommended by the local health department, until this section no longer applies pursuant to subsection (a)(2).

(C) District will make additional testing available at no cost to employees, during employees' paid time, when deemed necessary by the Division through the Issuance of Order to Take Special Action, in accordance with title 8 section 332.3.

(c) Investigation of workplace COVID-19 illness.

COVID-19 Prevention Program

An Addendum to the Injury and Illness Program: *In accordance with TITLE 8, DIVISION 1, CHAPTER 4, Subchapter 7. General Industry Safety Orders Section 3205, COVID-19 Prevention*

The employer shall continue to comply with all applicable provisions of the COVID 19 Prevention Program, and shall also do the following:

- (1) Employees in the exposed group shall wear face coverings when indoors, or when outdoors and less than six feet from another person, unless one of the exceptions in subsection 3205(c)(6)(D) applies.
- (2) Employers shall give notice to employees in the exposed group of their right to request a respirator for voluntary use under this program if they are not fully vaccinated.
- (3) Employers shall evaluate whether to implement physical distancing of at least six feet between persons or, where six feet of physical distancing is not feasible, the use of cleanable solid partitions of sufficient size to reduce COVID-19 transmission.

(d) COVID-19 Investigation, review and hazard correction.

In addition to the requirements of our COVID-19 Prevention Program 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 shall be documented and include:

- (1) Investigation of new or unabated COVID-19 hazards including the employer's leave policies and practices and whether employees are discouraged from remaining home when sick; the employer's COVID-19 testing policies; insufficient outdoor air; insufficient air filtration; and lack of physical distancing.
- (2) The review shall be updated every thirty days that this section continues to apply, in response to new information or to new or previously unrecognized COVID-19 hazards, or when otherwise necessary.
- (3) The District will implement changes to reduce the transmission of COVID-19 based on the investigation and review required by our COVID-19 Prevention Program. The District will consider moving indoor tasks outdoors or having them performed remotely, increasing outdoor air supply when work is done indoors, improving air filtration, increasing physical distancing as much as feasible, requiring respiratory protection in compliance with section 5144 and other applicable controls.

(f) Buildings and structures with mechanical ventilation.

Employers shall 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, employers shall use filters with the highest compatible filtering efficiency. Employers shall 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, if so, shall implement their use to the degree feasible.

Note: Authority cited: Section 142.3, Labor Code. Reference: Sections 142.3 and 144.6, Labor Code.

COVID-19 Prevention Program

An Addendum to the Injury and Illness Program: *In accordance with TITLE 8, DIVISION 1, CHAPTER 4, Subchapter 7. General Industry Safety Orders Section 3205, COVID-19 Prevention*

§ 3205.2. Major COVID-19 Outbreaks.

(a) Scope.

(1) This section applies to any workplace covered by our COVID-19 Prevention Program if:

- 20 or more employee COVID-19 cases in an exposed group, as defined by section 3205 (b), visited the workplace during the high-risk exposure period within a 30-day period.

(2) This section shall apply until there are fewer than three COVID-19 cases detected in the exposure group for a 14-day period.

(b) COVID-19 testing.

On site self-administered testing is available once a week, or upon request, in the District Office and is processed through COLOR labs. Results are typically within 48 hours and will be delivered by a text and email. All testing results are confidential and will only be reported to district office staff. If an employee tests COVID positive, the employee will follow the current quarantining and isolation flowchart and district protocols that will follow CDPH school and Cal OSHA guidance. Public Health will receive notification of all positive tests.

Employers shall continue to comply with section 3205.1, except that the COVID-19 testing described in section 3205.1(b) shall be made available to all employees in the exposed group, regardless of vaccination status or more frequently if recommended by the local health department.

(1) The District will provide a respirator for voluntary use in compliance with subsection 5144 (c) (2) to employees in the exposed group and shall determine the need for a respiratory protection program or changes to an existing respiratory protection program under section 5144 to address COVID-19 hazards.

(2) Any employees in the exposed group who are not wearing respirators required by the employer and used in compliance with section 5144 shall be separated from other persons by at least six feet, except where an employer can demonstrate that six feet of separation is not feasible, and except for momentary exposure while persons are in movement. Methods of physical distancing include: telework or other remote work arrangements; reducing the number of persons in an area at one time, including visitors; visual cues such as signs and floor markings to indicate where employees and others should be located or their direction and path of travel; staggered arrival, departure, work, and break times; and adjusted work processes or procedures, such as reducing production speed, to allow greater distance between employees. When it is not feasible to maintain a distance of at least six feet, individuals shall be as far apart as feasible.

(3) At work stations where an employee in the exposed group is assigned to work for an extended period of time, such as cash registers, desks, and production line stations, and where the physical distancing requirement in subsection (c)(2) is not maintained at all times, the employer shall install cleanable solid partitions that effectively reduce transmission between the employee and other persons.

(4) The District will evaluate whether to halt some or all operations at the workplace until COVID-19 hazards have been corrected.

(5) Any other control measures deemed necessary by the Division through the Issuance of Order to Take Special Action, in accordance with title 8 section 332.3.

Note: Authority cited: Section 142.3, Labor Code. Reference: Sections 142.3 and 144.6, Labor Code.

COVID-19 Prevention Program

An Addendum to the Injury and Illness Program: *In accordance with TITLE 8, DIVISION 1, CHAPTER 4, Subchapter 7. General Industry Safety Orders Section 3205, COVID-19 Prevention*

COVID-19 Prevention Program

An Addendum to the Injury and Illness Program: *In accordance with TITLE 8, DIVISION 1, CHAPTER 4, Subchapter 7. General Industry Safety Orders Section 3205, COVID-19 Prevention*

Appendix A: Guidance

Employers - General Guidance

- [California Blueprint for a Safer Economy](#) - Find the status of activities in your county
- [CDC Guidance for Travel-Domestic](#)
- [CDC Guidance for Travel-International](#)
- [CDC Guidance Masking](#)
- [Industry guidance to reduce risk](#)
- [Responding to COVID-19 in the Workplace for Employers-ETS](#)
- [Side by Side Comparison of COVID-19 Paid Leave](#)

Guidance - K-12 Education

- Follow this [guidance for schools and school-based programs](#)

Face Covering Information

- [Guidance for the Use of Face Coverings](#)
- [Face coverings, masks, and respirators](#) – Information & Overview
- [Face coverings, masks & respirators](#) - Handout
- [Use of Cloth Face Coverings to Help Slow the Spread of COVID-19](#) – CDC Recommendations
- [Voluntary use of N95 masks](#) - Cal/OSHA

California Healthy Schools Act & Integrated Pest Management (IPM)

- [Do I need training to use a disinfectant?](#)
- [IPM Training for School Staff](#) - Online [Training Options](#)
- [Reminders for Using Disinfectants for Schools and Child Care](#)
- [What About Hand Sanitizers?](#)
- [EPA Approved Cleaners](#)
- [Disinfecting Fogger Tips](#)
- [EPA Supports Healthy Indoor Environments in Schools During COVID-19 Pandemic](#)

Americans with Disabilities Act - U.S. Equal Employment Opportunity Commission

- [Pandemic Preparedness in the Workplace and the Americans with Disabilities Act](#)
- [What You Should Know About COVID-19 and the ADA, the Rehabilitation Act, and Other EEO Laws](#)

Appendix B: Cal/OSHA Regulations

Subchapter 7. General Industry Safety Orders § 3205. COVID-19 Prevention.

(a) Scope.

(1) This section applies to all employees and places of employment, with the following exceptions:

(A) Work Locations with one employee who does not have contact with other persons.

(B) Employees working from home.

(C) Employees with occupational exposure as defined by section 5199.

(D) Employees teleworking from a location of the employee's choice, which is not under the control of the employer.

COVID-19 Prevention Program

An Addendum to the Injury and Illness Program: *In accordance with TITLE 8, DIVISION 1, CHAPTER 4, Subchapter 7. General Industry Safety Orders Section 3205, COVID-19 Prevention*

(2) Nothing in this section is intended to limit more protective or stringent state or local health department mandates or guidance.

(b) Definitions. The following definitions apply to this section and to sections 3205.1 through 3205.4.

“Close contact” means being within six feet of a COVID-19 case for a cumulative total of 15 minutes or greater in any 24-hour period within or overlapping with the “high-risk exposure period” defined by this section. This definition applies regardless of the use of face coverings.

EXCEPTION: Employees have not had a close contact if they wore a respirator required by the employer and used in compliance with section 5144, whenever they were within six feet of the COVID-19 case during the high-risk exposure period.

“COVID-19” means coronavirus disease, an infectious disease caused by the severe acute respiratory syndrome coronavirus 2 (SARS-CoV-2).

“COVID-19 case” means a person who:

- (1) Has a positive “COVID-19 test” as defined in this section; or
- (2) Has a positive COVID-19 diagnosis from a licensed health care provider; or
- (3) Is subject to COVID-19-related order to isolate issued by a local or state health official; or
- (4) Has died due to COVID-19, in the determination of a local health department or per inclusion in the COVID-19 statistics of a county.

“COVID-19 hazard” means potentially infectious material that may contain SARS-CoV-2, the virus that causes COVID-19. Potentially infectious materials include airborne droplets, small particle aerosols, and airborne droplet nuclei, which most commonly result from a person or persons exhaling, talking or vocalizing, coughing, sneezing, or from procedures performed on persons which may aerosolize saliva or respiratory tract fluids. This also includes objects or surfaces that may be contaminated with SARS-CoV-2.

“COVID-19 symptoms” means fever of 100.4 degrees Fahrenheit or higher, 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, or diarrhea, unless a licensed health care professional determines the person’s symptoms were caused by a known condition other than COVID-19.

“COVID-19 test” means a viral test for SARS-CoV-2 that is:

- (1) Approved by the United States Food and Drug Administration (FDA) or has an Emergency Use Authorization from the FDA to diagnose current infection with the SARS-CoV-2 virus; and
- (2) Administered in accordance with the FDA approval or the FDA Emergency Use Authorization as applicable.

“Face covering” means a surgical mask, a medical procedure mask, a respirator worn voluntarily, or a tightly woven fabric or non-woven material of at least two layers. A face covering has no visible holes or openings and must, which covers the nose and mouth. A face covering does not include a scarf, ski mask, balaclava, bandana, turtleneck, collar, or single layer fabric.

“Fully vaccinated” means the employer has documented that the person received, at least 14 days prior, either the second dose in a two-dose COVID-19 vaccine series or a single-dose COVID-19 vaccine.

COVID-19 Prevention Program

An Addendum to the Injury and Illness Program: *In accordance with TITLE 8, DIVISION 1, CHAPTER 4, Subchapter 7. General Industry Safety Orders Section 3205, COVID-19 Prevention*

Vaccines must be FDA approved; have an emergency use authorization from the FDA; or, for persons fully vaccinated outside the United States, be listed for emergency use by the World Health Organization (WHO).

“High-risk exposure period” means the following time period:

(1) For Covid-19 cases who develop COVID-19 symptoms: from two days before they first develop symptoms until all of the following are true: it has been 10 days since after symptoms first appeared; ~~and~~ 24 hours have passed with no fever, without the use of fever-reducing medications; and symptoms have improved;

(2) For COVID-19 cases who never develop COVID-19 symptoms: from two days before until 10 days after the specimen for their first positive test for COVID-19 was collected.

“Respirator” means a respiratory protection device approved by the National Institute for Occupational Safety and Health (NIOSH) to protect the wearer from particulate matter, such as an N95 filtering face piece respirator.

“Worksite,” for the limited purposes of COVID-19 prevention regulations only, means the building, store, facility, agricultural field, or other location where a COVID-19 case was present during the high-risk exposure period. It does not apply to buildings, floors, or other locations of the employer that a COVID-19 case did not enter.

NOTE: The term worksite is used for the purpose of notice requirements in subsections (c)(3)(B)3. and 4. only.

(c) Written COVID-19 Prevention Program. Employers shall establish, implement, and maintain an effective, written COVID-19 Prevention Program, which may be integrated into the employer's Injury and Illness Program required by section 3203, or be maintained in a separate document. The written elements of a COVID-19 Prevention Program shall include:

(1) System for communicating. The employer shall do all of the following in a form readily understandable by employees:

(A) Ask employees to report to the employer, without fear of reprisal, COVID-19 symptoms, possible close contact and possible COVID-19 hazards at the workplace.

(B) Describe how employees with medical or other conditions that put them at increased risk of severe COVID-19 illness can request accommodations.

(C) Provide information about access to COVID-19 testing, as described in this document when testing is required under this section, section 3205.1, or section 3205.2.

(D) In accordance with subsection (c)(3)(B)3., communicate information about COVID-19 hazards and the employer's COVID-19 policies and procedures to employees and to other employers, persons, and entities within or in contact with the employer's workplace.

NOTE: See subsections (c)(3)(C) and (c)(3)(D) for confidentiality requirements for COVID-19 cases.

(2) Identification and evaluation of COVID-19 hazards.

(A) The employer shall allow for employee and authorized employee representative participation in the identification and evaluation of COVID-19 hazards.

COVID-19 Prevention Program

An Addendum to the Injury and Illness Program: *In accordance with TITLE 8, DIVISION 1, CHAPTER 4, Subchapter 7. General Industry Safety Orders Section 3205, COVID-19 Prevention*

(B) The employer shall develop and implement a process for screening employees for and responding to employees with COVID-19 symptoms. The employer may ask employees to evaluate their own symptoms before reporting to work. If the employer conducts screening indoors at the workplace, the employer shall ensure that face coverings are used during screening by both screeners and employees who are not fully vaccinated and, if temperatures are measured, that non-contact thermometers are used.

(C) The employer shall develop COVID-19 policies and procedures to 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.

(D) The employer shall conduct a workplace-specific identification of all interactions, areas, activities, processes, equipment, and materials that could potentially expose employees to COVID-19 hazards. Employers shall treat all persons, regardless of symptoms or negative COVID-19 test results, as potentially infectious.

1. This shall include identification of 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, for instance during meetings or trainings and including in and around entrances, bathrooms, hallways, aisles, walkways, elevators, break or eating areas, cool-down areas, and waiting areas.

2. This shall include an evaluation of employees' potential workplace exposure 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. Employers shall consider how employees and other persons enter, leave, and travel through the workplace, in addition to addressing stationary work.

(E) For indoor locations, the employer shall evaluate how to maximize ventilation with outdoor air. The highest level of filtration efficiency compatible with the existing ventilation system; and whether the use of portable or mounted High Efficiency Particulate Air (HEPA) filtration units, or other air cleaning systems, would reduce the risk of COVID-19 transmission.

(F) The employer shall review applicable orders and guidance from the State of California and the local health department related to COVID-19 hazards and prevention. These orders and guidance are both information of general application, including interim guidance for Ventilation, Filtration, and Air Quality in indoor Environments by the California Department of Public Health (CDPH), and information specific to the employer's industry, location, and operations.

(G) The employer shall evaluate existing COVID-19 prevention controls at the workplace and the need for different or additional controls. This includes evaluation of controls in subsections (c)(4), (c)(6) and (c)(8).

(H) The employer shall conduct periodic inspections as needed to identify unhealthy conditions, work practices, and work procedures related to COVID-19 and to ensure compliance with employers' COVID-19 policies and procedures.

(3) Investigating and responding to COVID-19 cases in the workplace.

(A) Employers shall have an effective procedure to investigate COVID-19 cases in the workplace. This includes procedures for seeking information from employees regarding COVID-19 cases and close contacts, COVID-19 test results, and onset of COVID-19 symptoms, and identifying and recording COVID-19 cases.

COVID-19 Prevention Program

An Addendum to the Injury and Illness Program: *In accordance with TITLE 8, DIVISION 1, CHAPTER 4, Subchapter 7. General Industry Safety Orders Section 3205, COVID-19 Prevention*

(B) The employer shall take the following actions when there has been a COVID-19 case at the place of employment:

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 close contact. 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.

Note: See subsection (c)(9) for exclusion requirements for employees after a close contact.

3. Within one business day of the time the employer knew or should have known of a COVID-19 case, the employer shall give written notice in a form readily understandable by employees, that people at the worksite may have been exposed to COVID-19. The notice shall be written in a way that does not reveal any personal identifying information of the COVID-19 case. Written notice may include, but is not limited to, personal service, email, or text message if it can reasonably be anticipated to be received by the employee within one business day of sending. The notice shall include the disinfection plan required by Labor Code section 6409.6(a)(4). The notice must be sent to the following:

a. All employees at the worksite during the high-risk exposure period. If the employer should reasonably know that an employee has not received the notice, or has limited literacy in the language used in the notice, the employer shall provide verbal notice, as soon as practicable, in a language understandable by the employee.

b. Independent contractors and other employers at the worksite ~~present at the workplace~~ during the high-risk exposure period.

4. Within one business day of the time the employer knew or should have known of the COVID-19 case, the employer shall provide the notice required by Labor Code section 6409.6(a)(2) and (c) to the authorized representative of any employee at the worksite during the high-risk exposure period.

5. Make COVID-19 testing available at no cost, during paid time, to all employees of the employer who had a close contact in the workplace and provide them with the information on benefits described in subsections (c)(5)(B) and (c)(910)(C), with the following exceptions:

- a. Employees who were fully vaccinated before the close contact and do not have COVID-19 symptoms.
- b. COVID-19 cases who returned to work pursuant to subsection 3205(c)(10)(A) or (B) 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 symptoms, for 90 days after the first positive test.

6. Investigate whether workplace conditions could have contributed to the risk of COVID-19 exposure and what could be done to reduce exposure to COVID-19 hazards.

(C) Personal identifying information of COVID-19 cases or persons with COVID-19 symptoms, and any employee medical records required by this section or by sections 3205.1 through 3205.4, shall be kept confidential unless disclosure is required or permitted by law. Unredacted information on COVID-19 cases shall be provided to the local health department, CDPH, the Division, and (NIOSH) immediately upon request, and when required by law.

COVID-19 Prevention Program

An Addendum to the Injury and Illness Program: *In accordance with TITLE 8, DIVISION 1, CHAPTER 4, Subchapter 7. General Industry Safety Orders Section 3205, COVID-19 Prevention*

(4) Correction of COVID-19 hazards. Employers shall implement effective policies and/or procedures for correcting unsafe or unhealthy conditions, work practices, policies and procedures in a timely manner based on the severity of the hazard. This includes, but is not limited to, implementing controls and/or policies and procedures in response to the evaluations conducted under subsections (c)(2) and (c)(3) and implementing the controls required by subsection (c)(6) through (c)(8).

(5) Training and instruction. The employer shall provide effective training and instruction to employees that includes the following:

(A) The employer's COVID-19 policies and procedures to protect employees from COVID-19 hazards, and how to participate in the identification and evaluation of COVID-19 hazards under subsection (c)(2)(A).

(B) Information regarding COVID-19-related benefits to which the employee may be entitled under applicable federal, state, or local laws. This includes any benefits available under legally mandated sick and vaccination leave, if applicable, workers' compensation law, local governmental requirements, the employer's own leave policies, and leave guaranteed by contract, and this section.

(C) The fact that COVID-19 is an infectious disease that can be spread through the air when an infectious person talks or vocalizes, sneezes, coughs, or exhales; that COVID19 may be transmitted when a person touches a contaminated object and then touches their eyes, nose, or mouth, although that is less common; and that an infectious person may have no symptoms.

(D) The fact that particles containing the virus can travel more than six feet, especially indoors, so physical distancing, face coverings, increased ventilation indoors, and respiratory protection decrease the spread of COVID-19, but are most effective when used in combination.

(E) The employer's policies for providing respirators, and the right of employees who are not fully vaccinated to request a respirator for voluntary use as stated in this section, without fear of retaliation and at no cost to employees. Whenever respirators are provided for voluntary use under this section or sections 3205.1 through 3205.4:

1. How to properly wear the respirator provided;

2. How to perform a seal check according to the manufacturer's instructions each time a respirator is worn, and the fact that facial hair interferes with a seal.

(F) 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.

(G) Proper use of face coverings and the fact that face coverings are not respiratory protective equipment. COVID-19 is an airborne disease. N95s and more protective respirators protect the users from airborne disease while face coverings primarily protect people around the user.

(H) COVID-19 symptoms, and the importance of not coming to work and obtaining a COVID-19 test if the employee has COVID-19 symptoms.

(I) Information on the employer's COVID-19 policies; how to access COVID-19 testing and vaccination; and the fact that vaccination is effective at preventing COVID-19, protecting against both transmission and serious illness or death.

COVID-19 Prevention Program

An Addendum to the Injury and Illness Program: *In accordance with TITLE 8, DIVISION 1, CHAPTER 4, Subchapter 7. General Industry Safety Orders Section 3205, COVID-19 Prevention*

(J) The conditions under which face coverings must be worn at the workplace and that face coverings are additionally recommended outdoors for people who are not fully vaccinated if six feet of distance between people cannot be maintained. Employees can request face coverings from the employer at no cost to the employee and can wear them at work, regardless of vaccination status, without fear of retaliation.

(6) Face coverings.

(A) For all employees who are not fully vaccinated, Employers shall provide face coverings and ensure they are worn when indoors or in vehicles.

(B) Employers shall provide face coverings and ensure they are worn by employees when required.

(C) Employers shall ensure that required face coverings are clean and undamaged, and that they are worn over the nose and mouth. Face shields are not a replacement for face coverings, although they may be worn together for additional protection.

(D) When employees are required to wear face coverings under this section or sections 3205.1 through 3205.4, The following are exceptions apply:

1. When an employee is alone in a room or vehicle.
2. While eating or 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 feasible.
3. Employees wearing respirators required by the employer and used in compliance with section 5144.
4. Employees who cannot wear face coverings due to a medical or mental health condition or disability, or who are hearing-impaired or communicating with a hearing-impaired person.
5. Specific tasks which cannot feasibly be performed with a face covering. This exception is limited to the time period in which such tasks are actually being performed.

(E) Employees exempted from wearing face coverings due to a medical condition, mental health condition, or disability shall wear an effective non-restrictive alternative, such as a face shield with a drape on the bottom, if their condition or disability permits it.

(F) Any employee not wearing a face covering shall be at least six feet apart from all other persons unless the unmasked employee either fully vaccinated or is tested at least weekly for COVID-19 during paid time and at no cost to the employee. Employers may not use as an alternative to face coverings when face coverings are otherwise required by this section.

(G) No employer shall prevent any employee 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.

(H) When face coverings are not required by this section or by sections 3205.1 through 3205.4, employers shall provide face coverings to employees upon request, regardless of vaccination status.

(I) Employers shall implement measures to communicate to non-employees the face coverings requirements on their premises.

(7) Other engineering controls, administrative controls, and personal protective equipment.

COVID-19 Prevention Program

An Addendum to the Injury and Illness Program: *In accordance with TITLE 8, DIVISION 1, CHAPTER 4, Subchapter 7. General Industry Safety Orders Section 3205, COVID-19 Prevention*

(A) For buildings with mechanical or natural ventilation, or both, employers shall 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 maximizing outdoor air by other means would cause a hazard to employees, for instance from excessive heat or cold.

(B) Employers shall implement cleaning and disinfecting procedures, which require:

1. Identifying and regularly cleaning frequently touched surfaces and objects, such as doorknobs, elevator buttons, equipment, tools, handrails, handles, controls, phones, headsets, bathroom surfaces, and steering wheels. The employer shall inform employees and authorized employee representatives of cleaning and disinfection protocols, including the planned frequency and scope of cleaning and disinfection.

2. Cleaning of areas, material, and equipment used by a COVID-19 case during the high-risk exposure period, and disinfection if the area, material, or equipment is indoors and will be used by another employee within 24 hours of the COVID-19 case.

NOTE: Cleaning and disinfecting must be done in a manner that does not create a hazard to employees. See Group 2 and Group 16 of the General Industry Safety Orders for further information.

(C) To protect employees from COVID-19 hazards, the employer shall 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. Employers 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.

(D) Personal protective equipment.

1. Employers shall evaluate the need for personal protective equipment to prevent exposure to COVID-19 hazards, such as gloves, goggles, and face shields, and provide such personal protective equipment as needed.

2. Upon request, employers shall provide respirators for voluntary use in compliance with subsection 5144(c)(2) to all employees who are not fully vaccinated and who are working indoors or in vehicles with more than one person. Whenever an employer makes respirators for voluntary use available, under this section or sections 3205.1 through 3205.4, the employer shall encourage their use and shall ensure that employees are provided with a respirator of the correct size.

3. Employers shall provide and ensure use of respirators in compliance with section 5144 when deemed necessary by the Division through the Issuance of Order to Take Special Action, in accordance with title 8 section 332.3.

4. Employers shall provide and ensure use of eye protection and respiratory protection in compliance with section 5144 when employees are exposed to procedures that may aerosolize potentially infectious material such as saliva or respiratory tract fluids.

NOTE: Examples of work covered by subsection (c)(8)(E)4. include, but are not limited to, certain dental procedures and outpatient medical specialties not covered by section 5199.

(E) Testing of symptomatic employees. Employers shall make COVID-19 testing available at no cost to employees with COVID-19 symptoms who are not fully vaccinated, during employees' paid time.

COVID-19 Prevention Program

An Addendum to the Injury and Illness Program: *In accordance with TITLE 8, DIVISION 1, CHAPTER 4, Subchapter 7. General Industry Safety Orders Section 3205, COVID-19 Prevention*

(9) Reporting, recordkeeping, and access.

(A) The employer shall report information about COVID-19 cases and outbreaks at the workplace to the local health department whenever required by law, and shall provide any related information requested by the local health department. The employer shall report all information to the local health department as required by Labor Code section 6409.6.

(B) The employer shall maintain records of the steps taken to implement the written COVID-19 Prevention Program in accordance with section 3203(b).

(C) The written COVID-19 Prevention Program shall be made available at the workplace to employees, authorized employee representatives, and to representatives of the Division immediately upon request.

(D) The employer shall keep a record of and track all COVID-19 cases with the employee's name, contact information, occupation, location where the employee worked, the date of the last day at the workplace, and the date of a positive COVID-19 test

(10) Exclusion of COVID-19 cases and employees who had close contact. The purpose of this subsection is to limit transmission of COVID-19 in the workplace.

(A) Employers shall ensure that COVID-19 cases are excluded from the workplace until the return-to-work requirements of subsection (c)(10) are met.

(B) Employers shall exclude from the workplace employees who had close contact until the return-to-work requirements in this prevention plan 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 pursuant to subsection (c)(10)(A) or (B) 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.

(C) For employees excluded from work under subsection (c)(9), employers shall continue and maintain an employee's earnings, wages, seniority, and all other employee rights and benefits, including the employee's right to their former job status, as if the employee had not been removed from their job.

Employers may use employer-provided employee sick leave ~~benefits~~ for this purpose to the extent permitted by law.

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 pursuant to subsection (c)(10)(A) or (B) 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.

EXCEPTION 1: Subsection (c)(9)(C) does not apply where the employee received disability payments or was covered by workers' compensation and received temporary disability.

EXCEPTION 2: Subsection (c)(9)(C) does not apply where the employer demonstrates that the close contact is not work related.

COVID-19 Prevention Program

An Addendum to the Injury and Illness Program: *In accordance with TITLE 8, DIVISION 1, CHAPTER 4, Subchapter 7. General Industry Safety Orders Section 3205, COVID-19 Prevention*

(D) Subsection (c)(10) does not limit any other applicable law, employer policy, or collective bargaining agreement that provides for greater protections.

(E) At the time of exclusion, the employer shall provide the employee the information on benefits described in subsections (c)(5)(B) and (c)(10)(C).

(10) Return to work criteria.

(A) COVID-19 cases with COVID-19 symptoms shall not return to work until:

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

(B) COVID-19 cases who tested positive but never developed COVID-19 symptoms shall not return to work until a minimum of 10 days have passed since the date of specimen collection of their first positive COVID-19 test.

(C) Once a COVID-19 case has met the requirements in this prevention plan, a negative COVID-19 test shall not be required for an employee to return to work.

(D) Persons who had a close contact may return to work as follows:

1. Persons who had a close contact but never developed any COVID-19 symptoms may return to work when 10 days have passed since the last known close contact.
2. Persons who had a close contact and developed any COVID-19 symptom cannot return to work until the requirements of subsection (c)(10)(A) have been met, unless all of the following are true:
 - a. The person tested negative for COVID-19 using a polymerase chain reaction (PCR) COVID-19 test with specimen taken after the onset of symptoms; and
 - b. At least 10 days have passed since the last known close contact; and
 - c. The person has been symptom-free for at least 24 hours, without using fever-reducing medications.
3. During critical staffing shortages, when there are not enough staff to provide safe patient care, essential critical infrastructure workers in the following categories may return after Day 7 from the date of last exposure if they have received a negative PCR COVID-19 test result from a specimen collected after Day 5:
 - a. Health care workers who did not develop COVID-19 symptoms;
 - b. Emergency response workers who did not develop COVID-19 symptoms; and
 - c. Social service workers who did not develop COVID-19 symptoms and who work face to face with clients in child welfare or assisted living.

(E) If an order to isolate or quarantine, or exclude an employee is issued by a local or state health official, 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 in accordance with the return to work periods in this prevention plan.

COVID-19 Prevention Program

An Addendum to the Injury and Illness Program: *In accordance with TITLE 8, DIVISION 1, CHAPTER 4, Subchapter 7. General Industry Safety Orders Section 3205, COVID-19 Prevention*

(E) If no violations of local or state health officer orders for isolation ~~or~~ quarantine, or exclusions would result, 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 cases, the employer 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 feasible, the use of respirators in the workplace.

Note: Authority cited: Section 142.3, Labor Code. Reference: Sections 142.3 and 144.6, Labor Code.

COVID-19 Prevention Program

An Addendum to the Injury and Illness Program: *In accordance with TITLE 8, DIVISION 1, CHAPTER 4, Subchapter 7. General Industry Safety Orders Section 3205, COVID-19 Prevention*

§ 3205.1. Multiple COVID-19 Infections and COVID-19 Outbreaks.

(a) Scope.

(1) This section applies to a workplace covered by section 3205 if it three or more employee COVID-19 cases within an exposed group, as defined by section 3205(b), visited the workplace during their high-risk exposure period at any time during a 14-day period.

(2) This section shall apply until there are no new COVID-19 cases detected in the exposed group for a 14-day period.

(b) COVID-19 testing.

(1) The employer shall make COVID-19 testing available at no cost to its employees within the exposed group, during employees' paid time, except:

(A) Employees who were not present at the workplace during the relevant 14-day period(s) under subsection (a).

(B) Employees who were fully vaccinated before section 3205.1 became applicable to the workplace and who do not have COVID-19 symptoms.

(C) For COVID-19 cases who did not develop COVID-19 symptoms after returning to work pursuant to subsections 3205(c)(10)(A) or (B), no testing is required for 90 days after the initial onset of COVID-19 symptoms or, for COVID-19 cases who never developed symptoms, 90 days after the first positive test.

(2) COVID-19 testing shall consist of the following:

(A) Immediately upon being covered by this section, testing shall be made available to all employees in the exposed group and then again one week later. Negative COVID-19 test results of employees with COVID-19 exposure shall not impact the duration of any quarantine, isolation, or exclusion period required by, or orders issued by, the local health department.

(B) After the first two COVID-19 tests required by subsection (b)(2)(A), employers shall ~~provide~~ make COVID-19 testing available once a week at no cost, during paid time, to all employees in the exposed group who remain at the workplace at least once per week, or more frequently if recommended by the local health department, until this section no longer applies pursuant to subsection (a)(2).

(c) Employers shall make additional testing available at no cost to employees, during employees' paid time, when deemed necessary by the Division through the Issuance of Order to Take Special Action, in accordance with title 8, section 332.3.

(d) The employer shall continue to comply with all applicable provisions of section 3205, and shall also do the following:

(1) Employees in the exposed group shall wear face coverings when indoors, or when outdoors and less than six feet from another person, unless one of the exceptions in subsection 3205(c)(6)(D) applies.

(2) Employers shall give notice to employees in the exposed group of their right to request a respirator for voluntary use under subsection 3205(c)(7)(D)2., if they are not fully vaccinated.

(3) Employers shall evaluate whether to implement physical distancing of at least six feet between persons or, where six feet of physical distancing is not feasible, the use of cleanable solid partitions of sufficient size to reduce COVID-19 transmission.

COVID-19 Prevention Program

An Addendum to the Injury and Illness Program: *In accordance with TITLE 8, DIVISION 1, CHAPTER 4, Subchapter 7. General Industry Safety Orders Section 3205, COVID-19 Prevention*

(e) COVID-19 Investigation, review and hazard correction the employer shall 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 shall be documented and include:

(1) Investigation of new or unabated COVID-19 hazards including the employer's leave policies and practices and whether employees are discouraged from remaining home when sick; the employer's COVID-19 testing policies; insufficient outdoor air; insufficient air filtration; and lack of physical distancing.

(2) The review shall be updated every 30 days that this section continues to apply, in response to new information or to new or previously unrecognized COVID-19 hazards, or when otherwise necessary.

(3) The employer shall implement changes to reduce the transmission of COVID-19 based on the investigation and review required by subsections (e)(1) and (e)(2). The employer shall consider moving indoor tasks outdoors or having them performed remotely, increasing outdoor air supply when work is done indoors, improving air filtration, increasing physical distancing as much as feasible, requiring respiratory protection in compliance with section 5144, and other applicable controls.

(f) In buildings or structures with mechanical ventilation, employers shall 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, employers shall use filters with the highest compatible filtering efficiency. Employers shall 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, if so, shall implement their use to the degree feasible.

Note: Authority cited: Section 142.3, Labor Code. Reference: Sections 142.3 and 144.6, Labor Code.

COVID-19 Prevention Program

An Addendum to the Injury and Illness Program: *In accordance with TITLE 8, DIVISION 1, CHAPTER 4, Subchapter 7. General Industry Safety Orders Section 3205, COVID-19 Prevention*

§ 3205.2. Major COVID-19 Outbreaks.

(a) Scope.

(1) This section applies to any workplace covered by section 3205 if 20 or more employee COVID-19 cases in an exposed group, as defined by section 3205 (b), visited the workplace during their high-exposure period within a 30-day period.

(2) This section shall apply until there are fewer than three COVID-19 cases detected in the exposed group for a 14-day period.

(b) Employers shall continue to comply with section 3205.1, except that the COVID-19 testing described in section 3205.1(b) shall be made available to all employees in the exposed group, regardless of vaccination status, twice a week, or more frequently if recommended by the local health department

(c) In addition to the requirements of sections 3205 and 3205.1, to the requirements of subsection 3205(c)(4), the employer shall take the following actions:

(1) The employer shall provide a respirator for voluntary use in compliance with subsection 5144(c)(2) to employees in the exposed group and shall determine the need for a respiratory protection program or changes to an existing respiratory protection program under section 5144 to address COVID-19 hazards.

(2) Any employees in the exposed group who are not wearing respirators required by the employer and used in compliance with section 5144 shall be separated from other persons by at least six feet, except where an employer can demonstrate that six feet of separation is not feasible, and except for momentary exposure while persons are in movement. Methods of physical distancing include: telework or other remote work arrangements; reducing the number of persons in an area at one time, including visitors; visual cues such as signs and floor markings to indicate where employees and others should be located or their direction and path of travel; staggered arrival, departure, work, and break times; and adjusted work processes or procedures, such as reducing production speed, to allow greater distance between employees. When it is not feasible to maintain a distance of at least six feet, individuals shall be as far apart as feasible.

(3) At work stations where an employee in the exposed group is assigned to work for an extended period of time, such as cash registers, desks, and production line stations, and where the physical distancing requirement in subsection (c)(2) is not maintained at all times, the employer shall install cleanable solid partitions that effectively reduce transmission between the employee and other persons.

(4) The employer shall evaluate whether to halt some or all operations at the workplace until COVID-19 hazards have been corrected.

(5) Any other control measures deemed necessary by the Division through the Issuance of Order to Take Special Action, in accordance with title 8 section 332.3.

Note: Authority cited: Section 142.3, Labor Code. Reference: Sections 142.3 and 144.6, Labor Code.

COVID-19 Prevention Program

An Addendum to the Injury and Illness Program: *In accordance with TITLE 8, DIVISION 1, CHAPTER 4, Subchapter 7. General Industry Safety Orders Section 3205, COVID-19 Prevention*

Appendix C: CDPH School Guidance:

<https://www.cdph.ca.gov/Programs/CID/DCDC/Pages/COVID-19/K-12-Guidance-2021-22-School-Year.aspx> –Updated July 12, 2021

Appendix D: Jamestown School District Mask Enforcement Policy: