



PERRIS UNION
HIGH SCHOOL DISTRICT

INJURY & ILLNESS
COVID-19 PREVENTION PROGRAM
(CCR Title 8 § 3205)

July 2022

Table of Contents

Centers for Disease Control and Prevention

California Department of Public Health

California Division of Occupational Safety and Health

What is Coronavirus Disease 2019 (COVID-19)	4
Coronavirus Disease 2019 (COVID-19) – How Does the Virus Spread?	4
Injury and Illness Prevention Program (IIPP) & COVID-19 Prevention Program (CPP).....	4
Definitions.....	5

Perris Union High School District

Introduction	8
Authority and Responsibility.....	8
Communication	8
Identification and Evaluation of COVID-19 Hazards	9
Investigating and Responding to COVID-19 Cases	11
Training and Instruction	12
Face Coverings	13
Essential Infection Protection and Control Measures	14
District Strategies/Administrative Controls	14
Personal Protective Equipment	15
Engineering Controls	15

Voluntary Use Respirator	16
Reporting, Record Keeping and Access	16
Exclusion of COVID-19 Cases	17
Return to Work Criteria	18
Multiple COVID-19 Infections and COVID-19 Outbreaks	19
References	22

Centers for Disease Control and Prevention/California Department of Public Health/California Division of Occupational Safety and Health

What is Coronavirus Disease 2019 (COVID-19)

On February 11, 2020 the World Health Organization announced an official name for the disease that is causing the 2019 novel coronavirus outbreak, first identified in Wuhan China. The new name of this disease is Coronavirus Disease 2019, abbreviated as COVID-19.

There are many types of human coronaviruses including some that commonly cause mild upper-respiratory tract illnesses. COVID-19 is a new disease, caused by a novel (or new) coronavirus that has not previously been seen in humans. The name of this disease was selected following the World Health Organization's (WHO) best practice for the naming of new human infectious diseases.

Coronavirus Disease 2019 (COVID-19) - How Does the Virus Spread?

The virus that causes COVID-19 is thought to spread mainly from person to person through respiratory droplets produced when an infected person talks, coughs, sneezes, or exhales. These droplets can land in the mouths and/or noses of people who are nearby or possibly be inhaled into the lungs. Spread is more likely when people are in close contact with one another (within about 6 feet).

COVID-19 seems to be spreading easily and sustainably in the community (community spread) in many affected geographic areas. Community spread means people have been infected with the virus in an area, including some who are not sure how or where they became infected. Many people who are infected with the virus have no symptoms, contributing to further spread.

It may be possible that a person can get COVID-19 by touching a surface or object that has the virus on it and then touching their own mouth, nose, or eyes. This is not thought to be the main way the virus spreads, but the Center for Disease Control and Prevention (CDC) is still learning more about how this virus spreads.

Injury and Illness Prevention Program (IIPP) and COVID-19 Prevention Program (CPP)

California employers are required to establish and implement a written Injury and Illness Prevention Program (IIPP) to protect employees from workplace hazards, including infectious diseases. Employers are required to evaluate potential hazards in their workplace and implement control measures. The requirements for

establishing, implementing and maintaining an effective written injury and illness prevention program are contained in Title 8 of the California Code of Regulations, Section 3203.

On May 6, 2022, Cal/OSHA's Revised Emergency Temporary Standards requiring employers to protect workers from hazards related to COVID-19 went into effect. The regulations require that employers, including schools, establish and implement a written CPP to address COVID-19 health hazards, correct unsafe or unhealthy conditions, and provide face coverings, California Code of Regulations, Section 3205.

Definitions

- **Close Contact** - Means being within six feet of a COVID-19 case for a cumulative total of 15 minutes or greater in any 24 hours period within or overlapping with the infectious period defined by this section. Regardless of the use of face coverings, unless close contact is defined by regulation or order of the CDPH. If so, the CDPH definition shall apply.
EXCEPTION: Employees have not had close contact if they wore a respirator required by the employer and used in compliance with CCR, Title 8, Section 5144, whenever they were within six feet of the COVID-19 case during the infectious period.
- **Contact Tracing** - is a public health practice that health departments use to identify and notify people who have been exposed to someone with an infectious disease.
- **COVID-19** (Coronavirus Disease 2019) - means the disease caused by SARS-CoV-2 (severe acute respiratory syndrome coronavirus 2).
- **COVID-19 Case** - Means a person who:
 - Has a positive COVID-19 test; or
 - Has a positive COVID-19 diagnosis from a licensed healthcare provider; or
 - Is subject to a COVID-19-related order to isolate issued by a local or state health official; or
 - 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, or sneezing, or from procedures performed on persons which may aerosolize saliva or respiratory tract fluids.

- **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:
 - Cleared, approved, or authorized, including in an Emergency Use Authorization (EUA), by the United States Food and Drug Administration (FDA) to detect current infection with the SARS-CoV-2 virus (e.g., a viral test); and
 - Administered in accordance with the authorized instructions
 - To meet the return to work criteria set forth in subsection (c)(10), a COVID-19 test may be both self-administered and self-read only if another means of independent verification of the results can be provided (e.g., a time-stamped photograph of the results)
- **Exposed Group** - Means all employees at a work location, working area, or common area at work, where an employee COVID-19 case was present at any time during the infectious period. Common areas include bathrooms, walkways, hallways, aisles, break or eating areas, and waiting areas. The following exceptions apply:
 - 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 common area at work.
 - If the COVID-19 case was part of a distinct group of 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.
 - If the COVID-19 case visited a work location, working area, or common area at work for less than 15 minutes during the infectious period 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 that completely covers the nose and mouth and is secured to the head with ties, ear loops, or elastic bands that go behind the head. If gaiters are worn, they shall have two layers of fabric or be folded to make two layers. A face covering

is a solid piece of material without slits, visible holes, or punctures, and must fit snugly over the nose, mouth, and chin with no large gaps on the outside of the face. A face covering does not include a scarf, ski mask, balaclava, bandana, turtleneck, collar, or single layer of fabric.

- This definition includes clear face coverings or cloth face coverings with a clear plastic panel that otherwise meet this definition and which may be used to facilitate communication with people who are deaf or hard-of-hearing or others who need to see a speaker's mouth or facial expressions to understand speech or sign language respectively.
- **Infectious Period** - Means the following time period, unless otherwise defined by CDPH regulation or order, in which case the CDPH definition shall apply:
 - For COVID-19 cases who develop COVID-19 symptoms: 2 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.
 - For COVID-19 cases never develop COVID-19 symptoms, from two days before until 10 days after the specimen for their positive COVID-19 test 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 facepiece respirator.
- **Returned case** - means a COVID-19 case who returned to work pursuant to subsection (c)(10) and did not develop any COVID-19 symptoms after returning. A person shall only be considered a returned case for 90 days after the initial onset of COVID-19 symptoms or, if the person never developed COVID-19 symptoms, for 90 days after the first positive test. If a period of other than 90 days is required by a CDPH regulation or order, that period shall apply.
- **Worksite** - For the limited purposes of sections 3205 through 3205.4 only, means the building, store, facility, agricultural field, or other location where a COVID-19 case was present during the infectious period. It does not apply to buildings, floors, or other locations of the employer that a COVID-19 case did not enter, locations where the worker worked by themselves without exposure to other employees, or to a worker's personal residence or alternative work location chosen by the worker when working remotely.
 - NOTE: The term worksite is used for the purpose of notice requirements in subsections (c)(3)(B)3. and 4. only.

Perris Union High School District

Introduction

The Perris Union High School District (PUHSD), through its Governing Board and administration, is committed to the safety and health of all employees, and recognizes the need to comply with regulations governing injury and accident prevention and employee safety. By making safety a high priority for every employee, the District can reduce injuries and illness, increase productivity and promote a safer and healthier work environment.

The District's Injury and Illness COVID-19 Prevention Program (CPP) is a framework applicable during the current COVID-19 public health emergency. The protocols that are outlined in this document are a phased approach and will be modified based on the ongoing and updated guidance from the Centers for Disease Control (CDC), state and local public health agencies, and District operations.

Authority and Responsibility

Judy Miller, Director of Risk Management and Environmental Safety has overall authority and responsibility for implementing the provisions of this COVID-19 Prevention Program (CPP) in our workplace. In addition, all administrators, directors, supervisors and managers are responsible for implementing and maintaining the CPP in their school or administrative work areas and for ensuring employees receive answers to questions about the program in a language they understand.

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

Communication

Communication between employees and the Perris Union High School District on matters relating to COVID-19 mitigation and response is an important aspect to ensure employee safety while in the workplace.

Our goal is to ensure that we have effective two-way communication with our employees, in a form they can readily understand, and that includes the following information:

- All District employees should report COVID-19 symptoms, possible contacts and possible exposures to Human Resources/COVID Team at covid@puhsd.org, or (951) 943-6369 X80350.

- All District employees and their authorized employee representatives are encouraged to report COVID-19 hazards and mitigation practices in the workplace to their supervisors, administrators and/ or riskmanagement@puhsd.org
- Employees can report symptoms and hazards without fear of reprisal.
- Employees will be referred to Human Resources if they require accommodation with medical or other conditions that put them at increased risk of severe COVID-19 illness.
- Employees have access to COVID-19 testing at no cost to the employee during working hours.
- Employees will be sent notification of any potential workplace exposure when a COVID-19 case was present at any time during the infectious period, within one business day.

Identification and Evaluation of COVID-19 Hazards

Each work and school site has an established COVID-19 Task Force consisting of employees from that location. The Task Force is responsible for conducting a COVID-hazard assessment that effectively evaluates potential workplace exposures and hazards, known as the COVID-19 Response Plan, for their site and creating a plan that lists the hazards that were discovered and solutions used to address and/or correct the hazards.

The COVID-19 Task Force evaluates risk factors in the following 5 categories:

Medical Self Screening	Protective Equipment
Physical Distancing	Environmental Cleaning
Personal Hygiene	

Critical to ongoing implementation and timely updates to the plan, site staff are encouraged to communicate with their supervisor regarding any concerns or changes needed to existing COVID-19 prevention controls.

Employee Responsibility

During this COVID-19 public health emergency, District employees have a collective responsibility to ensure the protection of all people in the workplace, to comply with district policies and the latest local public health guidelines to mitigate coronavirus risk to themselves and anyone visiting the work site.

- Employees are required to self-screen for symptoms of COVID-19 prior to arriving at work each day, or for any work/school activity. Please stay home if you are ill and/or experiencing any of the symptoms of COVID-19 or another contagious illness.
- Please also stay home if anyone in your household is in isolation or tested positive for COVID-19. Symptoms of COVID-19 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, and/or diarrhea.
- If you are experiencing any of these symptoms, contact Human Resources/COVID Team at covid@puhsd.org for further guidance. Be aware that symptoms of COVID-19 may appear 2-14 days after exposure to the virus.
- Employees who are out ill with fever or acute respiratory symptoms that affect normal breathing who have not been tested for the COVID-19 virus or who have tested negative for the COVID-19 virus, should consult with their physician before physically returning to work.
- Employees who test positive for the COVID-19 virus or have been in close contact with someone who tested positive should stay home and contact Human Resources/COVID Team at covid@puhsd.org or by calling (951) 943-6369 X80350 for further guidance, as soon as possible.
- Employees should avoid shared workspaces (desks, offices, and cubicles) and work items (phones, computers, other work tools, and equipment) when possible. If employees must share workspaces, clean and disinfect shared workspaces.
- Disinfectant and paper towels have been provided in areas that are commonly used, with the expectation that staff will disinfect after use (work rooms, break rooms, conference rooms, shared workspaces).
- Employees should wash hands with soap and water for at least 20 seconds after interacting with other persons and after contacting shared surfaces or objects. Employees may also use hand sanitizer if they do not have immediate access to a sink or hand washing facility, however, hand sanitizer is not effective if the hands are soiled.
- Employees should cover coughs and sneezes and avoid touching eyes, nose, and mouth with unwashed hands.
- Employees should avoid sharing personal items with coworkers (i.e., dishes, cups, utensils, towels).
- Employees should notify their administrator or supervisor if any washing facilities do not have an adequate supply of suitable cleansing agents, water and single-use towels or blowers.
- Employees should not bring cleaning products and/or disinfectants into the workplace that have not been approved by the Director of M&O or Director of Risk Management & Environmental Safety.

- Employees are expected to cooperate with COVID Team related to the onset of illness, date of symptoms, others with whom the employee had close contact, and COVID-19 testing among other topics. The investigation will help the District identify employees who may have been exposed and require quarantine to prevent further workplace exposure.

District Response to Confirmed or Suspected COVID-19 Cases

When required, the District will consult with the CDC, state health care agencies, and the Riverside County Department of Public Health for mitigation practices and responsible response protocols.

Investigating and Responding to COVID-19 Cases

As soon as the District is notified of a COVID-19 Case, an investigation will be conducted to obtain specific information regarding the Case. Such as the last date the Case was at the worksite, close contacts of the Case at the work site and what areas the Case occupied to determine if there were any potential exposures in the worksite. In the event of any potential COVID-19 exposures, notifications containing no personally identifying information of the COVID-19 Case will be given within 24 hours to the following individuals:

- All employees who were on premises at the same worksite who may have had close contact with a COVID-19 case and their authorized representatives.
- Independent contractors and other employees present at the same worksite during the infectious period.

The District has made COVID-19 testing available at no cost and during working hours to all employees. Employees may voluntarily obtain testing through the district by registering at the [PUHSD COVID-19 Online Registration](#), and contact riskmanagement@puhsd.org for the current testing schedule.

In the event the District is required to provide testing due to a workplace exposure or outbreak, the District will communicate the plan for providing testing and inform affected employees of the reason for testing, the notification process and timeline to receive test results.

Training and Instruction

Employee Training

The District will provide effective training and instructions that include:

- 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 employees 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, leave guaranteed by contract.
- The fact that:
 - COVID-19 is an infectious disease that can be spread through the air.
 - COVID-19 may be transmitted when a person touches a contaminated object and then touches their eyes, nose, or mouth.
 - An infectious person may have no symptoms.
- Methods of physical distancing of at least six feet and the importance of combining physical distancing with the wearing of face coverings.
- The fact that particles containing the virus can travel more than six feet, especially indoors, so physical distancing must be combined with other controls, including face coverings, hand hygiene, and increased ventilation indoors to be effective.
- 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.
- Proper use of face coverings and the fact that face coverings are not respiratory protective equipment. Face coverings are intended to primarily protect other individuals from the wearer of the face covering.
- COVID-19 symptoms, and the importance of obtaining a COVID-19 test and not coming to work if the employee has COVID-19 symptoms.
- Proper use of PPE for identified groups with potential for higher exposure.
- There are currently three vaccines approved for emergency use by the FDA in the United States. The CDC states, “COVID-19 vaccination reduces the risk of COVID-19 and its potentially severe complications”. Vaccinations are available at no cost through County vaccination clinics.
 - Appointments can be made at <https://www.rivcoph.org/COVID-19-Vaccine-with-Registration>.

Employee training may consist of reviewing written documentation, online video training and/or acknowledge receipt of the District's Injury and Illness COVID-19 Prevention Program (CPP).

Face Coverings

Face coverings (cloth face covers; masks) are not Personal Protective Equipment (PPE) or respiratory protective equipment. COVID-19 is an airborne disease. Particles containing the virus can travel more than 6 feet, especially indoors, so face coverings, physical distancing, increased ventilation indoors, and respiratory protection decrease the spread of COVID-19, but are most effective when used in combination.

Clean and undamaged face coverings/face masks are available for all staff, regardless of vaccination status, at no cost, or staff can provide their own. Face shields are not a replacement for face coverings, although they may be worn together for additional protection. Employees should contact their supervisor or the work site's Designated COVID-19 Administrator for the location of masks or to request additional supplies.

Face Masking/Covering Policy

Masks are no longer required in K-12 school, as of March 11, 2022. Staff may still choose to wear masks on a voluntary basis without fear of retaliation and in accordance with the public health recommendation. However, CDPH strongly recommends that all persons wear masks in all K-12 indoor settings, with consideration of exemptions per CDPH face mask guidance. Employees will not be prohibited from wearing a face covering unless it would create a safety hazard.

Exemptions to masks requirements

The following **individuals** are exempt from wearing masks at all times

- Persons younger than two years old. Very young children must not wear a mask because of the risk of suffocation.
- Persons with a medical condition, mental health condition, or disability that prevents wearing a mask. This includes persons with a medical condition for whom wearing a mask could obstruct breathing or who are unconscious, incapacitated, or otherwise unable to remove a mask 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.
- Persons for whom wearing a mask would create a risk to the person related to their work, as determined by local, state, or federal regulators or workplace safety guidelines.

Essential Infection Prevention/Control Measures

General Statement

- The District supports the use of video and/or telephonic meetings and the establishment of guidelines for maintaining a distance of at least 6 feet between persons as needed.
- The District supports the distribution of posters to each school and work location to be displayed in common areas that provide health and hygiene guidelines.

District Strategies/Administrative Controls

The District, to the extent possible, will implement the following guidelines to mitigate employee exposure to the coronavirus disease (COVID-19) in the workplace.

- Encourage sick employees to stay home and obtain a COVID-19 test if they are experiencing COVID-19 symptoms.
- Employees that are experiencing any of the symptoms of COVID-19 due to illness are not cleared to report to work and must remain home until they have been cleared by Human Resources.
- If an employee is showing symptoms related to COVID-19 while at work, the supervisor or administrator should send the employee home or if they are in any medical distress call 911, as needed.
- Follow public health agency recommendations regarding the prearrangement of office and workplace furniture in keeping with current physical distancing guidelines.
- To the extent supplies are in stock and readily available for distribution, employees will have access to appropriate hygiene products in the workplace (handwashing facilities, hand sanitizer, face mask, face shields, disinfectants used on a voluntary basis, protective disposable gowns).
- Employees are encouraged and will be allowed time to properly wash their hands. Hand sanitizer is available for all employees, and dispensing stations have been added in high traffic areas. However, use of hand sanitizers with methyl alcohol is prohibited.
- Visitors will be directed to follow the current public health guidelines. Where face masks/coverings are required, they will be provided to visitors if needed.

Personal Protective Equipment (PPE)

While engineering and administrative controls are considered more effective in minimizing exposure to COVID-19, PPE may also be needed to prevent certain exposures. While correctly using PPE can help prevent some exposures, it should not take the place of other prevention strategies.

Examples of PPE include: gloves, goggles, gowns, face shields, shoe covers and respiratory protection. The District will evaluate the need for PPE, and provide such PPE as needed pursuant to CCR Title 8 Section 3380. The District will also evaluate the need for respiratory protection in accordance with CCR Title 8 section 5144. Any PPE used by employees shall not be shared.

During an outbreak of an infectious disease, such as COVID-19, recommendations for PPE specific to occupations or job tasks may change depending on the updated risk assessments for workers, and information on PPE effectiveness in preventing the spread of COVID-19.

Engineering Controls

The District maximizes, to the extent feasible, the quantity of outside air for our buildings with mechanical or natural ventilation systems by:

- Regularly inspecting and performing maintenance as needed on mechanical ventilation systems to ensure that each unit's filtration capacity is operating at its highest possible level, as specified by the manufacturer.
- Allowing windows and doors to remain open to increase outside airflow, when weather and air quality conditions are permitting.
 - For buildings with mechanical or natural ventilation, or both, the district 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.
- The District has installed Delos Advanced Air Purification units in each classroom and in large indoor gathering spaces to improve air filtration.

Voluntary Use Respirators

Respirators such as N95s are more protective than face coverings, as they protect the user from airborne disease while face coverings primarily protect the people around the user. Upon request, the District will provide respirators for voluntary use to employees. Respirators will be provided at no cost to the employee and can be requested without fear of retaliation. If a respirator is requested, the District will also provide information on how to properly wear the respirator and how to perform a seal check according to the manufacturer's instructions. It is important to note that facial hair interferes with the seal of the respirator, which decreases the effectiveness at protecting against COVID-19. To request a respirator (N-95) for voluntary use, complete the [Request Respirator \(N95\) for Voluntary Use](#) form or contact riskmanagement@puhsd.org

Reporting, Recordkeeping, and Access

The District will report information about COVID-19 cases at our workplace to the local health department, the District's Third Party Administrator, and/or Cal/OSHA whenever required by law, and provide any related information requested by these entities. Personal identifying information of COVID-19 cases or persons with COVID-19 symptoms, and any employee medical records shall be kept confidential unless disclosure is required or permitted by law.

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.

The District will maintain records of the steps taken to implement the IIPP COVID-19 Protection Program (CPP) in accordance with CCR Title 8 section 3205. The CPP shall be made available at the workplace to employees, authorized employee representatives, and to representatives of Cal/OSHA immediately upon request.

Exclusion of COVID-19 Cases

The purpose of this subsection is to limit the transmission of COVID-19 in the workplace. When a COVID-19 Case is reported, the District will limit transmission in the workplace by:

- Ensuring that COVID-19 contacts (employees with exposure to a COVID-19 Case) are excluded from the workplace until the return-to-work requirements as outlined in this CPP are met, with the following exceptions:
 - Employees who were fully vaccinated before the close constant and who do not develop COVID-19 symptoms do not need to be excluded if they wear a face covering and maintain six feet of distance from others at the workplace for 14 days following the last date of close contact. ; and
 - COVID-19 cases who returned to work pursuant to the Return-to-Work criteria and have remained free of COVID-19 symptoms, do not need to be excluded from the workplace 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. . This exception only applies if these employees wear a face covering and maintain six feet of distance from others while at the workplace for 14 days following the last date of close contact.
 - COVID-19 cases who returned to work pursuant to the Return-to-Work criteria 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.

For employees excluded from work, the District shall ensure the following:

- Continuing and maintaining 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 for this purpose to the extent permitted by law.
 - This does not apply where the employee received disability payments or was covered by workers' compensation and received temporary disability and does not apply where the employer demonstrates that the close contact is not work related.
- Affected employees will remain in a fully paid status and will be notified of potential sources of leave.
- Providing employees at the time of exclusion with information of available benefits.

Return to Work Criteria

Employees who have tested positive for COVID-19 may not report to work or be on any district property until they have completed the isolation period described below. Day 0 is your first day of symptoms or a positive viral test. Day 1 is the first full day after your symptoms developed or your test specimen was collected. Employees will not be required to provide a negative COVID-19 test result or healthcare provider's note to return to work.

Employees Who Test Positive for COVID-19 (Isolation)	Recommended Action
Everyone, regardless of vaccination status, previous infection or lack of symptoms.	<ul style="list-style-type: none"> ● Stay home for at least 5 days. ● Isolation can end after day 5 if symptoms are not present or are resolving and a diagnostic specimen* collected on day 5 or later tests negative. ● If unable to test or choosing not to test, and symptoms are not present or are resolving, isolation can end after day 10. ● If fever is present, isolation should be continued until fever resolves. ● If symptoms, other than fever, are not resolving continue to isolate until symptoms are resolving or until after day 10. ● Per CDPH masking guidance, it is strongly recommended that persons wear a well-fitting mask around others for a total of 10 days, especially in indoor settings <p>*Antigen test preferred.</p>

Employees Who are Exposed to Someone with COVID-19 (Quarantine)	Recommended Action
<ul style="list-style-type: none"> ● Unvaccinated; OR ● Vaccinated and booster-eligible but have not yet received their booster dose. 	<ul style="list-style-type: none"> ● Stay home for at least 5 days, after your last contact with a person who has COVID-19. ● Test on day 5. ● Quarantine can end after day 5 if symptoms are not present and a diagnostic specimen collected on day 5 or later tests negative. ● If unable to test or choosing not to test, and symptoms are not present, quarantine can end after day 10. ● Per CDPH masking guidance, it is strongly recommended that persons wear a well-fitting mask around others for a total of 10

	<p>days, especially in indoor settings</p> <ul style="list-style-type: none"> ● If testing positive, follow isolation recommendations above. ● If symptoms develop, test and stay home.
--	---

Employees Who are Exposed to Someone with COVID-19 (No Quarantine)	Recommended Action
<ul style="list-style-type: none"> ● Boosted; OR ● Vaccinated, but not yet ● Booster-eligible. ● Persons previously infected with SARS-CoV-2 within the last 90 days***. 	<ul style="list-style-type: none"> ● Test on day 5. ● Per CDPH masking guidance, it is strongly recommended that persons wear a well-fitting mask around others for 10 days, especially in indoor settings ● If testing positive, follow isolation recommendations above. ● If symptoms develop, test and stay home.

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.

Multiple COVID-19 Infections and COVID-19 Outbreaks

These procedures will stay in effect until there are no new COVID-19 cases detected in the exposed group for a 14-day period.

COVID-19 testing

PUHSD will provide COVID-19 testing at no cost to employees, during paid time, in the exposed group except for:

- Employees who were not present during the relevant 14-day period.
- Employees who were fully vaccinated before the multiple infections or outbreak and who do not have symptoms.
- COVID-19 cases who did not develop symptoms after returning to work pursuant to our return-to-work criteria, no testing is required for 90 days after the initial onset of symptoms or, for COVID-19 cases who never developed symptoms, 90 days after the first positive test.

COVID-19 testing consists of the following

- All employees in the exposed group are immediately tested and then again one week later. Negative COVID-19 test results of employees with COVID-19 exposure will not impact the duration of any quarantine, isolation, or exclusion period required by, or orders issued by, the local health department.
- After the first two COVID-19 tests, we will continue to provide COVID-19 testing once a week of employees in the exposed group who remain at the workplace, or more frequently if recommended by the local health department, until there are no new COVID-19 cases detected in our workplace for a 14-day period.
- We will provide additional testing when deemed necessary by Cal/OSHA.

The District will continue to comply with the applicable elements of the CPP, as well as the following:

1. Employees in the exposed group wear face coverings when indoors, or when outdoors and less than six feet apart (unless one of the face-covering exceptions indicated in our CPP apply).
2. Give notice to employees in the exposed group of their right to request a respirator for voluntary use.
3. Evaluate whether to implement physical distancing of at least six feet between persons.

COVID-19 investigation, review, and hazard correction

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 is documented and includes:

- Investigation of new or unabated COVID-19 hazards - including:
 - Leave policies and practices and whether employees are discouraged from remaining home when sick.
 - COVID-19 testing policies.
 - Insufficient outdoor air.
 - Insufficient air filtration.
 - Lack of physical distancing.
- Updating the review:
 - Every thirty days that the outbreak continues.
 - In response to new information or to new or previously unrecognized COVID-19 hazards.
 - When otherwise necessary.

- Implementing changes to reduce the transmission of COVID-19 based on the investigation and review may include:
 - 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.

References

COVID-19 General Information

1. *Coronavirus Disease 2019 Basics. Centers for Disease Control and Prevention (March 11, 2022).*
<https://www.cdc.gov/coronavirus/2019-ncov/faq.html#Coronavirus-Disease-2019-Basics>
2. *Centers for Disease Control and Prevention. COVID-19 Frequently Asked Questions (March 11, 2022).*
<https://www.cdc.gov/coronavirus/2019-ncov/faq.html>

CDC Guidance

1. *CDC Guidance for Unvaccinated People: Guidance for Wearing Masks (February 25, 2022)*
<https://www.cdc.gov/coronavirus/2019-ncov/prevent-getting-sick/about-face-coverings.html>
2. *CDC When You've Been Fully Vaccinated (March 22, 2022).*
<https://www.cdc.gov/coronavirus/2019-ncov/vaccines/fully-vaccinated.html>

CDPH Guidance

1. *California Department of Public Health K-12 Guidance for 2021-2022 School Year (March 12, 2022).*
<https://www.cdph.ca.gov/Programs/CID/DCDC/Pages/COVID-19/K-12-Guidance-2021-22-School-Year.aspxK-12-Guidance-2021-22-School-Year.aspx>
2. *Guidance on Isolation and Quarantine for COVID-19 Contact Tracing (CDPH March 3, 2022)*
<https://www.cdph.ca.gov/Programs/CID/DCDC/Pages/COVID-19/Guidance-on-Isolation-and-Quarantine-for-COVID-19-Contact-Tracing.aspx#asterisk>

CalOSHA Emergency Temporary Standard

1. *COVID-19 Emergency Temporary Standard, Frequently Asked Questions: State of California Department of Industrial Relations (May 6, 2022).*
<https://www.dir.ca.gov/dosh/coronavirus/COVID19FAQs.html#:~:text=The%20high%20risk%20exposure%20period,medications%2C%20and%20symptoms%20have%20improved>

COVID-19 Testing

1. *COVID-19 Testing through PUHSD*
<https://puhsd.testscheduler.net/register>

Vaccines

1. *Vaccine Information: Find a COVID-19 Vaccine Near You*
<https://www.vaccines.gov/>



PERRIS UNION
HIGH SCHOOL DISTRICT

2. *Riverside University Health System: COVID-19 Vaccine*
<https://www.rivcoph.org/COVID-19-Vaccine>

Proper Respirator (N-95) Use

1. *CDC: Proper N95 Respirator Use for Respiratory Protection Preparedness:*
<https://blogs.cdc.gov/niosh-science-blog/2020/03/16/n95-preparedness/>

District Self Attestation Form: Vaccination Status

1. [COVID-19 Vaccine Attestation](#)