

FRESNO UNIFIED SCHOOL DISTRICT
COVID-19 SAFETY PLAN FOR IN-PERSON INSTRUCTION

Updated November 14, 2021

1. Cal-OSHA COVID-19 Prevention Plan (“CPP”):
 - a. Authority and Responsibility
 - i. The Superintendent has the overall authority and responsibility for implementing the provisions of this CPP at the Fresno Unified School District. In addition, all Principals, managers, and supervisors are responsible for implementing and maintaining the School Safety Plan at the school sites and for ensuring employees receive answers to questions about the Covid-19 Prevention Program. The Superintendent has designated Safety Plan Officers for the specific implementation of the elements of this plan. The CPP Officers for the District is:
 - 1) Nikki Henry, Chief Information Officer Communications

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 - 2) Andrew De La Torre, Executive Director of Benefits/Risk Management

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 - 3) Amy Idsvoog, Executive Officer, Health Services, Safety and Emergency Response

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 - ii. All employees are responsible for using safe work practices, following all directives, policies and procedures, and assisting in maintaining a safe work environment.
 - iii. In the fall of 2020, the District established a COVID-19 Action Team (“CAT”) responsible for contact tracing. In September 2021, an onsite CAT team was established at middle and high schools to support more complex contact tracing.
 - b. System for Communicating:
 - i. The District’s shall establish effective two-way communication with employees that includes the following information:

- 1) Employees should report COVID-19 symptoms, possible COVID-19 exposures and possible hazards to their supervisor.
- 2) Employees can report symptoms, possible exposures and hazards without fear of reprisal.
- 3) District procedures or policies for accommodating employees with medical or other conditions that put them at increased risk of severe COVID-19 illness.
- 4) Where employees can access COVID-19 voluntary testing available through health plans, local testing centers or multiple district testing hubs located at regional high schools.
- 5) In the event testing is required to be provided because of a workplace exposure or outbreak, the District has communicated through email, district flyers, virtual town hall meetings and superintendent video messages how affected employees can access testing and the possible consequences of a positive test.
- 6) Information about COVID-19 hazards employees (including other employers and individuals in contact with the workplace) may be exposed to, what is being done to control those hazards, and the District's COVID-19 policies and procedures.
- 7) Coordinate and communicate opportunities for vaccine to eligible populations including staff, students and community at secondary and elementary school sites.

c. Identification and Evaluation of COVID-19 Hazards

i. The District has implemented the following identification and evaluation strategies:

- 1) Conduct workplace-specific identifications using the Appendix A: Identification of COVID-19 Hazards form for interactions, areas, activities, processes, equipment, and materials that could potentially expose employees to COVID-19 hazards.
- 2) Identify places and times when people may congregate or come in contact with one another, regardless of whether employees are performing an assigned work task or not
- 3) Evaluate employees' potential workplace exposures to all persons at, or who may enter, a District facility
- 4) Respond effectively and immediately to individuals at the workplace who are a COVID-19 case to prevent or reduce the risk

of transmission of COVID-19 in the workplace as set forth in this Safety Plan including:

- a) Actively encourage sick employees to stay home.
 - b) Immediately arrange safe transport of employees or students home or to medical care, as needed, if they have COVID-19 like symptoms.
 - c) Isolate students who exhibit COVID-19 symptoms at designated isolation rooms until they can be sent home or to medical care, as needed. Employees who exhibit COVID-19 symptoms are to be sent home immediately.
 - d) Ensure employees who are out ill with fever or acute respiratory symptoms do not return to work until both of the following occur:
 - i) At least 24 hours with no fever (without the use of fever-reducing medications)-symptoms resolved and
 - ii) At least 10 days pass since the symptoms first appeared.
 - e) Allow employees to utilize available OSHA sick leave and medical leave for specified reasons related to COVID-19 when its been determined they were exposed at work.
 - f) Ensure employees that return to work following an illness promptly report any recurrence of symptoms.
- 5) For many indoor settings, including classroom, the district has added air purifiers. It continues to evaluate indoor locations and how to maximize the quantity of outdoor air and whether it is possible to increase filtration efficiency to the highest level compatible with the existing ventilation system.
 - 6) Review applicable orders and general and industry-specific guidance from the State of California, Cal/OSHA, and the local health department related to COVID-19 hazards and prevention.
 - 7) Evaluate existing COVID-19 prevention controls and the need for different or additional controls.
 - 8) Conduct periodic inspections using the Appendix B: COVID-19 Inspections form as needed to identify unhealthy conditions, work practices, and work procedures related to COVID-19 and to ensure compliance with COVID-19 policies and procedures.

- d. Employee Participation:
 - i. Employees and their authorized employees' representatives are encouraged to participate in the identification and evaluation of COVID-19 hazards by contacting their supervisor or Principal at the school site. In addition, District Administration may also be contacted at the District Office.
- e. Employee and Student Screening
 - i. Prior to coming onto campus, everyone will do their part and use our daily self-health screening tool. Individuals who do not clear will remain home.
 - ii. Students/staff who have any COVID-19 like symptoms may be asked to isolate for at least 10 days. They may return sooner if: 1) symptoms resolved 2) one day without fever or use of medication. Based on FCDPH guidance, we will not be accepting medical notes to reduce the 10 days of isolation. A negative test result may be accepted as long as 1 and 2 above are true.
 - iii. Household contacts may be asked to quarantine for at least 10-20 days. Household contacts may return if index case tests negative for COVID AND household contacts have been asymptomatic for at least one day without the use of medication.
 - iv. Please note, symptoms DO NOT always mean COVID-19, so to reduce rumors and unnecessary concern with classmates/ coworkers, we encourage parents, students and employees to keep their personal health conditions confidential until symptoms have been confirmed by medical testing and/or medical professionals.
- f. Investigating COVID-19 Cases
 - i. This will be accomplished by using the Frontline – Electronic Health Record, COVID-19 Case Management Form below:

Detail

Case Type*:

Date tested positive:

Estimated quarantine/isolation end date:

Date of approval to return to school:

Number of people in household:

Number of students that attend the district in household:

Number of people in household w/ COVID-19:

DATE

Results/ Outcomes:(T)

Actions:(T)

Dispositions:(T)

Comment:

Person Type:

Last on Campus:

Symptoms:

Close Contacts:

COVID-19 Resources:

Notes:

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

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

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

- 2) The COVID-19 response team, designated by the Superintendent is responsible for timely correction.
- 3) In consultation with Fresno County Department of Public Health, follow-up measures will be taken to determine if the mitigation strategies have been effective.

i. Training and Instruction

i. The District will provide effective training and instruction to employees and students that includes the following, as applicable:

- 1) COVID-19 policies and procedures to protect employees and students from COVID-19 hazards.
- 2) Information regarding COVID-19-related benefits to which the employee may be entitled through workers' compensation law, the federal Families First Coronavirus Response Act or successor legislations, Labor Code sections 248.1 and 248.5, Labor Code sections 3212.86 through 3212.88, available leaves pursuant to the Education Code, Cal-OSHA Regulations and/or Emergency Temporary Standards, local governmental requirements, the employer's own leave policies, and leave guaranteed by contract.
- 3) The fact that COVID-19 is an infectious disease that can be spread through the air, COVID-19 may be transmitted when a person touches a contaminated object and then touches their eyes, nose, or mouth and an infectious person may have no symptoms.
- 4) While CDE and CDPH eliminated requirements for physical distancing of six feet or more, the District continues to message importance of physical distancing where possible and wearing of face coverings indoors.
- 5) In cases where students are identified as a close contact in the classroom, was wearing a mask and is symptom free, the District has implemented Modified Quarantine testing to identify potential asymptomatic students and reduce further spread. This is combined with other controls, including face coverings and hand hygiene, to be effective.
- 6) The importance of frequent hand washing with soap and water for at least 20 seconds and using hand sanitizer when employees do not have immediate access to a sink or hand washing facility, and that hand sanitizer does not work if the hands are soiled.
- 7) Proper use of face coverings and the fact that face coverings are not respiratory protective equipment - face coverings are intended to

primarily protect other individuals from the wearer of the face covering.

- 8) COVID-19 symptoms, and the importance of obtaining a COVID-19 test and not coming to work if the employee has COVID-19 symptoms.
 - 9) Screening practices
 - 10) How COVID-19 is spread
 - 11) Infographics in multiple languages reflecting screenings, positive and close contact processes, vaccination and testing opportunities, data dashboards and further COVID resources.
 - 12) COVID-19 specific symptom identification and when to seek medical attention
 - 13) Preventing the spread of COVID-19 if you are sick, including the importance of not coming to work if staff members have symptoms, or if they or someone they live with has been diagnosed with COVID-19.
 - 14) The District's plan and procedures to follow when children or adults become sick at school.
- ii. Training for employees has been provided through virtual town hall meetings and will be documented through an automated record keeping system and/or training log after successfully completing online training modules. (Appendix D).
- j. Control of COVID-19 Hazards
- i. Physical Distancing
 - 1) CDC and CDPH have eliminated physical distancing requirements of 6 feet but continue to encourage employees and students to practice physical distancing where possible.
 - 2) Any individual that appears to be unwell will NOT be granted access to the site or allowed to start work.
 - 3) Require sick workers/employees – and those displaying flu-like symptoms – to stay home. (“Worker/Employee” means worker or employee for the District, subcontractors, designers, consultants, etc.)

- 4) Send employees home immediately who show signs and symptoms of flu-like or acute respiratory illness symptoms.
 - 5) Hand Sanitizer and appropriate protective gloves shall be made available throughout each site and office, as necessary.
 - 6) Encourage respiratory etiquette, including covering mouth and or nose when coughing and/or sneezing. Cover the mouth and nose with a tissue. If a tissue is not immediately available cough or sneeze into your sleeve, not your hands.
 - 7) Signage is posted throughout District buildings and work areas to raise awareness.
 - 8) Encourage physical distancing where possible where there are a number of employees working within a certain area.
 - 9) Use of daily task analysis or job hazard analysis forms to communicate the seriousness of this situation and the protection measures necessary.
 - 10) Reduce employees and students from sharing tools or work areas; if this does take place ensure the tools/areas are disinfected after use and/or frequent hand hygiene before and after.
 - 11) Practice routine cleaning of frequently touched surfaces including the following: door handles, elevator buttons, all surfaces, equipment, and tool handles.
 - 12) Use of shift-work to minimize the number of employees working within certain areas.
 - 13) Stagger break and lunch time to avoid employees from gathering in one location.
 - 14) As possible, only perform critical/essential activities.
- ii. Rotating work schedules will be considered when appropriate. Appropriate schedules could include:
- 1) Staggered start and ending times
 - 2) AM/PM schedule
 - 3) Alternating days
- iii. Meetings

- 1) Local health guidance permits in-person meetings with mask wearing indoors and as much physical distancing as possible, but virtual meetings are still encouraged.
 - 2) Small team meetings may take place in person if mutually agreed upon and in compliance with Fresno County Department of Public Health. Small team meeting members shall have an option to attend such meeting virtually.
 - 3) In Orange/Yellow Tiers, meetings can take place virtually or in-person if in compliance with Fresno County Department of Public Health. Encourage employees not to carpool unless they are members of the same household.
- iv. Individuals will be kept as far apart as possible when there are situations where six feet of physical distancing cannot be achieved.

k. Face Coverings

- i. The District shall provide face coverings to all unit members and students for every day that a unit member or student reports to a worksite or school site. Face coverings are required indoors in all K-12 facilities and are optional outdoors as outlined by local public health guidelines, and where required by orders from the California Department of Public Health (CDPH) or local health department. Employees may provide their own face coverings or use the disposable face coverings provided at the point of entry to the site.
- ii. The following are exceptions to the use of face coverings in the workplace:
 - 1) When an employee is alone in an office or workplace.
 - 2) While eating and drinking at the workplace, provided employees are at least six feet apart and outside air supply to the area, if indoors, has been maximized to the extent possible.
 - 3) Employees wearing respiratory protection in accordance with CCR Title 8 section 5144 or other safety orders.
 - 4) Employees or students who cannot wear face coverings due to a medical or mental health condition or disability, or who are hearing-impaired or communicating with a hearing-impaired person. Less restrictive effective alternatives must be used if the person's condition permits it.
 - 5) Specific tasks that cannot feasibly be performed with a face covering, where employees will be kept at least six feet apart.

- 6) COVID-19 testing cannot be used as an alternative to face coverings when face coverings are otherwise required by this section.
 - 7) Employees shall not be prevented from wearing a face covering when not required by this section, unless it would create a safety hazard, such as interfering with the safe operation of equipment.
 - iii. The District shall implement measures to communicate to non-employees the face coverings requirements on its premises.
 - iv. The District shall require non-employees to comply with face covering requirements when on District premises and will direct employees to maintain physical distancing and other protective measures to reduce hazards due to any person not wearing a face covering, including a member of the public.
 1. Engineering controls
 - i. The following measures will be implemented as additional safety measures:
 - 1) Alternative options as practicable.
 - 2) Fresno Unified is ensuring that proper preventive maintenance is being performed on all heating and air conditioning units and is changing filters on a regular basis. Systems maximize the influence of filtered outside air into the HVAC system to cycle air out of enclosed space and replace it with fresh air.
 - 3) To the extent feasible, the District will maximize the quantity of outside air for buildings with mechanical or natural ventilation systems by:
 - a) For buildings with mechanical or natural ventilation, or both, the District will maximize the quantity of outside air provided to the extent feasible, except when the United States Environmental Protection Agency (EPA) Air Quality Index is greater than 100 for any pollutant or, if opening windows or letting in outdoor air by other means would cause a hazard to employees, for instance from excessive heat or cold.
 - m. Cleaning and disinfecting Protocols
 - i. Routine cleaning will happen daily by the site custodian using EPA approved disinfectants (chairs, tables, doorknobs, handles, uncluttered flat surfaces, keyboards, light switches/buttons, phones, sinks and anything with a classroom or designated areas that would be considered a high touch point)

- ii. Foggers are available and will be used as needed
 - iii. Reduce use of shared items when possible, such as electronic devices, supplies, etc.
 - iv. Staff may clean and disinfect frequently touched surfaces during the day
 - v. Buses will be cleaned pre-trip/post-trip (flat surfaces including glass, seats, panels, handles and handrails)
 - vi. On demand cleaning and disinfection will occur as needed due to COVID-19 exposure and will be coordinated by COVID-19 Action Team (CAT), Communications and Maintenance/Operations leadership.
 - vii. The sharing of personal protective equipment is prohibited and to the extent feasible, limit the use of items that employees come in regular physical contact with such as phones, headsets, desks, keyboards, writing materials, instruments, and tools. When it is not feasible to prevent sharing, sharing shall be minimized and such items and equipment shall be disinfected between uses by different people. Sharing of vehicles shall be minimized to the extent feasible, and high touch points (steering wheel, door handles, seatbelt buckles, armrests, shifter, etc.) shall be disinfected between users.
- n. Hand sanitizing Protocols
- i. To protect employees from COVID-19 hazards, the District will evaluate its handwashing facilities, determine the need for additional facilities, encourage and allow time for employee handwashing, and provide employees with an effective hand sanitizer. The District shall encourage employees to wash their hands for at least 20 seconds each time. Provision or use of hand sanitizers with methyl alcohol is prohibited.
 - ii. Practicing hand hygiene is a simple yet effective way to prevent COVID-19. All students, staff, families and essential visitors will have access to soap and water. If soap and water are not readily available, access to hand sanitizer (with more than 60% alcohol content) will be made available.
 - 1) When to wash your hands
 - a) Before, during and after preparing food
 - b) Before eating food
 - c) Before and after caring for someone
 - d) After using the toilet
 - e) After blowing your nose, coughing, or sneezing

- f) After you have been in a public place and touched an item or surface that may be frequently touched by other people
 - g) Before touching your eyes, nose, or mouth because that's how germs enter our bodies
- o. Personal Protective Equipment
 - i. 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 will continue to provide such personal protective equipment as needed.
 - ii. The District will evaluate the need for respiratory protection in accordance with section 5144 when the physical distancing requirements in subsection (c)(6) are not feasible or are not maintained.
 - iii. The District will provide and ensure use of respirators in accordance 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.
 - iv. The District will provide and ensure use of eye protection and respiratory protection in accordance with section 5144 when employees are exposed to procedures that may aerosolize potentially infectious material such as saliva or respiratory tract fluids.
- p. Reporting, Recordkeeping, and Access
 - i. The District's CPP Officers will:
 - 1) Report information about COVID-19 cases to the local health department whenever required by law, and provide any related information requested by the local health department.
 - 2) Report immediately to Cal/OSHA any COVID-19-related serious illnesses or death, as defined under CCR Title 8 section 330(h), of an employee occurring in the place of employment or in connection with any employment.
 - 3) Maintain records of the steps taken to implement the written COVID-19 Prevention Program in accordance with CCR Title 8 section 3203(b).
 - 4) The written COVID-19 Prevention Program (CPP) is available on the District's website to employees, authorized employee representatives, and to representatives of Cal/OSHA immediately upon request.

- 5) Use the Frontline – Electronic Health Record, COVID-19 Case Management Form. (Appendix C) to keep a record of and track all COVID-19 cases. The information will be made available to employees, authorized employee representatives, or as otherwise required by law, with personal identifying information removed.
 - 6) The District has implemented a COVID data dashboard that can be found at www.Fresnounified.org highlighting the number of positive cases involving students and employees.
- q. Exclusion of COVID-19 Cases
- i. When a COVID-19 case is identified in the workplace, the District will limit transmission by:
 - 1) Ensuring that COVID-19 cases are excluded from the workplace until return-to-work requirements are met.
 - 2) Excluding employees with COVID-19 exposure from the workplace for 10 days after the last known COVID-19 exposure to a COVID-19 case.
 - 3) Continuing and maintaining an employee’s earnings, seniority, and all other employee rights and benefits whenever we’ve demonstrated that the COVID-19 exposure is work related.
 - 4) Providing employees at the time of exclusion with information on available benefits.
- r. Return-to-Work Criteria
- i. COVID-19 cases with COVID-19 symptoms shall not return to work until:
 - 1) At least 24 hours have passed since a fever of 100 or higher has resolved without the use of fever-reducing medications;
 - 2) COVID-19 symptoms have resolved; and
 - 3) At least 10 days have passed since COVID-19 symptoms first appeared.
 - ii. COVID-19 cases who tested positive but never developed COVID-19 symptoms
 - 1) Shall not return to work until a minimum of 10 days have passed since the date of specimen collection of their first positive COVID-19 test.

- iii. A negative COVID-19 test shall not be required for an employee to return to work.
- iv. If an order to isolate or quarantine an employee is issued by a local or state health official
 - 1) The employee shall not return to work until the period of isolation or quarantine is completed or the order is lifted. If no period was specified, then the period shall be:
 - a) 10 days from the time the order to isolate was effective, or
 - b) 10 days from the time the order to quarantine was effective.
- v. If there are no violations of local or state health officer orders for isolation or quarantine, the Division may, upon request, allow employees to return to work on the basis that the removal of an employee would create undue risk to a community's health and safety. In such a case, the District shall develop, implement, and maintain effective control measures to prevent transmission in the workplace including providing isolation for the employee at the workplace and, if isolation is not possible, the use of respiratory protection in the workplace.
- s. Breakfast and Meals
 - i. For students enrolled ed eLearn Academy, the District's online school, breakfast and lunch is available on a grab and go basis at the student's homeschool from 7am-8am. for students aattending eLearn Academy, the district's online school. meal distribution will continue on a grab and go basis at designated sites. Students returning to campus for in-person instruction will receive their meals on campus during scheduled meal periods.
 - ii. To support physical distancing, sites may stagger lunch schedules or utilize outdoor or alternative space for meals where possible.
 - iii. Utilizing outdoor and alternative spaces for meals where possible.
- t. Other Measures to Support Stable Groups in person instruction
 - i. Shifts to traffic flows
 - ii. For meals and recesses at elementary sites, students may be grouped by grade level and socially distanced from other grade levels.
- u. Entrance, Egress and Movement Within the School
 - i. Entering School/Work

- 1) Students, staff and essential visitors are asked to conduct a self-health screening daily before leaving home and departing for school or work. If student/employee/essential visitor answers “yes” to any of the listed health screening questions, the individual should stay home and not go to school/work.
- 2) Practice proper hand hygiene when leaving home, arriving at school/work and throughout the day.
- 3) Buses will be disinfected pre and post trip. Students are asked to honor physical distancing where possible at bus stops. Driver and students are required to wear a face mask on buses. To support contact tracing efforts, if a student is medically exempt from wearing a mask, six feet of distance will be required.
- 4) To reduce transportation demand, we encourage parents who can to transport their student or consider walking them to school.
- 5) Fresno Unified is working with its partners at First Student Transportation to ensure the needs of our students with disabilities are safely met.
- 6) Based on state guidelines, masks are required for anyone over 2 years old indoors any K-12 facilities including on buses. entering a district facility, including school campus, district office or construction area. Masks are available for students and employees upon their return to campus.

ii. Inside School

- 1) Based on state guidelines, students, staff and essential visitors over 2 years old are required to wear masks indoor all K-12 facilities, including school buses. Masks are optional outdoors. Masks are available for students and employees.
- 2) Based on student populations and layouts, sites may alter class and meal periods, including recess and passing times, to will reinforce physical distancing, encourage proper hand hygiene, cleaning and disinfecting. Sites continue to communicate this directly to its school community.
- 3) To encourage physical distancing during meal periods, sites may use outdoor eating spaces when weather permits or access alternative indoor eating spaces.
- 4) To reduce potential exposure, District is not permitting uncontracted volunteers in the classrooms with students and staff.

- 5) While water fountains will be available, students are encouraged to bring their own reusable water bottles. Filtered water bottle filling stations are available at all school sites.
- 6) Practicing proper hand hygiene throughout the day is encouraged, including when entering and exiting class, libraries and cafeterias, and after recess and physical education. Sites will identify ways to reduce sharing of toys, materials and equipment. Many classrooms have sinks that will serve as hand washing stations. Where sinks are not as accessible, hand sanitizer, bathrooms and portable hand washing stations should be used.
- 7) Recess and physical education are expected to continue. modifications to reinforce physical distancing. Frequent hand hygiene practices should be followed while also keeping students in like groups in the event contact tracing becomes necessary.
 - a) PE teachers are focusing on activities that reduce high touch equipment
 - b) Equipment that is used will be cleaned prior to and after play
 - c) Reinforcing hand hygiene before and after activity
 - d) Equipment can be kept with the same class for daily use
- 8) Fresno Unified is following health guidance of the state and county, to ensure the safety of choir and music classes.

iii. Leaving School

- 1) Much like arrival patterns, sites have evaluated their departure and dismissal practices. To reinforce physical distancing, smooth traffic flow and reduce non-essential visitors, schools may stagger dismissal times or pick up areas, based on specific needs.
- 2) Sites will communicate these changes directly to their school communities.
- 3) If a student shows symptom of COVID-19 during the school day, the student will be evaluated by the health professional, isolated if necessary and parents called to immediately pick up their student. Child will remain in a mask while in isolation. School health professional will notify parents as to the pick-up process and location. If a student/employee is suspected as having COVID-19, they should contact their health care provider for guidance before returning to school or work. A negative test is required in order for

the student or staff member to return unless a physician determines an alternative medical diagnosis.

v. Face Coverings and Other Essential Protective Gear

i. In addition to the face covering requirement identified in the CPP, the District's face covering and other PPE plan may include but not be limited to the following:

- 1) Face coverings must be used in accordance with CDPH guidelines unless a person is exempt as explained in the guidelines.
 - a) People are exempted from the requirement if they are under age 2, have a medical or mental health condition or disability that would impede them from properly wearing or handling a face covering, those with a communication disability, or when it would inhibit communication with a person who is hearing impaired. Those with communication disabilities or caregivers of those with communication disabilities can consider wearing a clear mask or cloth mask with a clear panel when appropriate.
 - b) Persons exempted from wearing a face covering due to a medical condition, as confirmed by school district health team and therapists, must wear a non-restrictive alternative, such as a face shield with a drape on the bottom edge, as long as their condition permits it.
 - c) In limited situations where a face covering cannot be used for pedagogical or developmental reasons, (e.g., communicating or assisting young children or those with special needs) a face shield with a drape (per CDPH guidelines) can be used instead of a face covering while in the classroom as long as the wearer maintains physical distance from others. Staff must return to wearing a face covering outside of the classroom.
- 2) Provide information contained in the CDPH Guidance for the Use of Face Coverings to staff and families of students.
- 3) Schools must exclude students from campus if they are not exempt from wearing a face covering under CDPH guidelines and refuse to wear one provided by the school. Students who inadvertently fail to bring a face covering to school shall be provided a face covering by the District. The District will offer alternative educational opportunities for students who are excluded from campus.

- 4) Teach and reinforce use of face coverings, or face covering alternatives in limited instances (such as face shields with neck drapes).
- 5) Frequent Reminders to staff and students not to touch face coverings and to wash hands frequently.
- 6) Provide staff, students and families with information on the proper use, removal and washing of cloth face coverings.
- 7) Train staff on how people who are exempted from cloth face coverings will be addressed.
- 8) Students, staff and essential visitors are required to wear face coverings in all indoor K-12 settings, including buses and extracurricular activities unless exempted pursuant to CDPH guidelines.
 - a) Cloth face coverings should be removed for meals, snacks, naptime, or when it needs to be replaced. When a cloth face covering is temporarily removed, it should be placed in a clean, safe area, clearly marked with the student's name and date, until it needs to be put on again.
- 9) Sports participants should wear face coverings as outlined by CDPH and FCDPH guidance when indoors.
- 10) Consider notifying others who share spaces with unmasked or sub-optimally masked individuals about the environment and other mitigation strategies such as increasing asymptomatic testing, using longer social distances, installing physical barriers, reducing time in shared environments, and using outdoor or highly-ventilated spaces.
- 11) Workers or other persons handling food must use gloves in addition to face coverings.

w. Health Screening for Students and Staff

- i. Prior to coming onto campus, everyone will do their part and use our daily self-health screening tool. Individuals who do not clear will remain home.
- ii. Students/staff who have any COVID-19 like symptoms may be asked to isolate for at least 10 days. They may return sooner if: 1) symptoms resolved 2) one day without fever or use of medication. Based on FCDPH guidance, we will not be accepting medical notes to reduce the 10 days of isolation. A negative test result may be accepted as long as 1 and 2 above are true.

- iii. Household students may be asked to quarantine for at least 10-20 days. Household contacts may return if index case tests negative for COVID AND household contacts have been asymptomatic for at least one day without the use of medication.
- iv. Please note, symptoms DO NOT always mean COVID-19, so to reduce rumors and unnecessary concern with classmates/ coworkers, we encourage parents, students and employees to keep their personal health conditions confidential until symptoms have been confirmed by medical testing and/or medical professionals.
- v. Staff and students that do not pass the screening process must not come to school sites and will be immediately sent home if they come to school.
- vi. The District will communicate with parents if their student exhibits one or more COVID-19 symptoms and refer to the student's health information form and/or emergency card.
- vii. The District will recommend that ill students and staff be tested as soon as possible. If they are sent home ill, they may not return without a negative test or completing a 10-day quarantine.
- viii. Isolate employees or students who exhibit COVID-19 symptoms at designated isolation rooms until they can be sent home or to medical care, as needed.
- ix. Actively encourage sick students and employees to stay home.
- x. Healthy Hygiene Practices
 - i. In addition to healthy hygiene practices in the CPP, the District's health hygiene practices may include but not be limited to:
 - 1) Teach students and remind staff to use tissue to wipe their nose and to cough/sneeze into a tissue or their elbow.
 - 2) Students and staff should wash their hands frequently throughout the day, including before and after eating; after coughing or sneezing; after classes where they handle shared items, such as outside recreation, art, or shop; and before and after using the restroom.
 - 3) Students and staff should wash their hands for 20 seconds with soap, rubbing thoroughly after application. Soap products marketed as "antimicrobial" are not necessary or recommended.
 - 4) Staff should model and practice handwashing. For example, use bathroom time in lower grade levels as an opportunity to reinforce healthy habits and monitor proper handwashing.

- 5) Students and staff should use hand sanitizer when handwashing is not practicable. Sanitizer must be rubbed into hands until completely dry. Note: frequent handwashing is more effective than the use of hand sanitizers.
- 6) Do not use hand sanitizers that may contain methanol which can be hazardous when ingested or absorbed.
- 7) Children under age 9 should only use hand sanitizer under adult supervision. Call Poison Control if consumed: 1-800-222-1222.
- 8) Develop routines enabling students and staff to regularly wash their hands at staggered intervals.
- 9) Ensure adequate supplies to support healthy hygiene behaviors, including soap, tissues, face coverings, and hand sanitizers.

y. Identification and Tracing of Contacts

i. Contact Tracing

- 1) Health Services COVID-19 Action Team (CAT) works with Human Resources, school administrators, Health Department, Health Services staff, Communications, students, staff and families to ensure that we are doing our part to reduce the spread of COVID-19.
- 2) Following FCDPH guidance, the first positive COVID case in an elementary classroom will be contact traced and parents and employees notified. However, quarantining asymptomatic students is not required unless there is a 2nd case in the same classroom within 14 days. Due to the complexity of contact tracing, this does not apply to students at secondary or adults (per OSHA requirements).
- 3) With parent permission, students identified as close contacts in the classroom at secondary sites or after the 2nd case in an elementary classroom those unvaccinated, wearing a mask indoors, and asymptomatic can participate in Modified Quarantine. MQ allows asymptomatic close contact students to remain in class and engaged in instruction and take part in rapid antigen testing on a designated day. Any student who tests positive as part of Modified Quarantine is immediately sent home to quarantine and contact tracing occurs.

ii. Notification

- 1) School administrators, administrative support and Health Services staff will report any suspected or confirmed cases to Health Services using the confidential district form. The form can be found on the

Fresno Unified staff portal and goes directly to Health Services for contact tracing to begin.

- 2) Personal phone calls, emails and school messengers can be used to notified employees and families.
- iii. Investigation
 - 1) CAT will make contact with suspected individual and will provide resources and communicate next steps to school site and individual.
 - iv. Clearance
 - 1) Following Fresno County Department of Public Health guidance and in alignment with FCDPH scenario guidance, CAT will collaborate with school site and individual to ensure that there is appropriate clearance for returning to school/ work.
 - v. Close Contact Notification
 - 1) CAT will ensure that close contacts are notified, disinfection is coordinated for any recent positive cases.
 - z. Physical Distancing
 - aa. The District shall encourage physical distancing of student workspaces, between educator and student workspaces, and between employee workspaces where possible as recommended by the California Department of Public Health and the Fresno County Health Department.
 - bb. Staff Training and Family Education
 - i. All staff will be trained consistent with the CPP and the District will regularly provide access to educational materials to families on the following safety actions:
 - 1) Physical distancing guidelines and their importance.
 - 2) Symptoms screening practices.
 - 3) COVID-19 specific symptom identification.
 - 4) How COVID-19 is spread.
 - 5) Contact tracing process
 - 6) Quarantining guidelines
 - 7) Testing and vaccination opportunities

- 8) Enhanced sanitation practices.
- 9) The importance of staff and students not coming to work they have symptoms, or if they or someone they live with or they have had close contact with has been diagnosed with COVID- 19.
- 10) For staff, COVID-19 specific symptom identification and when to seek medical attention.
- 11) The employer’s plan and procedures to follow when staff or students become sick at school.
- 12) The employer’s plan and procedures to protect staff from COVID-19 illness.

cc. Testing of Staff

- i. In addition to the testing requirements established by the Cal-OSHA Emergency Temporary Standards for staff when there is an outbreak or major outbreak, the District recommends that staff who have symptoms of COVID-19 or have been exposed to someone with COVID-19 go get tested as soon as possible. In addition to county testing facilities, the District has created COVID testing hubs at regional high schools to ease testing access for employees, students and community members. As testing capacity permits and as practicable, the District may recommend asymptomatic testing for staff according to the testing cadence based on guidelines from the California Department of Public Health, the Safe Schools for All Plan introduced by Governor Newsom on December 30, 2020, and any other testing requirements introduced by state or local health authorities.

dd. Testing of Students

- i. The District will recommend that students who have symptoms of COVID-19 or have been exposed to someone with COVID-19 get tested as soon as possible. In addition to county testing facilities, the District has created COVID testing hubs at regional high schools to ease testing access for employees, students and community members. As testing capacity permits and as practicable, the District may recommend asymptomatic testing for students according to the testing cadence based on guidelines from the California Department of Public Health, the Safe Schools for All Plan introduced by Governor Newsom on December 30, 2020, and any other testing requirements introduced by state or local health authorities.

ee. Identification and Reporting of Cases

- i. The investigation, identification and reporting of COVID-19 was set forth in the CPP and the January 14, 2021 CDPH COVID-19 Case Reporting by Schools. The Case Reporting is as follows:

- a) The District shall notify its local health officer of any known case of COVID-19 among any student or employee who was present on one of its school campuses within the 10 days preceding a positive test for COVID-19. Specifically, the District shall report the following information:
 - i) The full name, address, telephone number, and date of birth of the individual who tested positive;
 - ii) The date the individual tested positive, the school(s) at which the individual was present on-site within the 10 days preceding the positive test, and the date the individual was last on-site at any relevant school(s); and
 - iii) The full name, address, and telephone number of the person making the report.
- b) This information shall be reported to the local health officer by telephone within forty-eight hours from the time an individual within the District is first made aware of a new case.
- 2) This reporting shall continue until the Case Reporting directive is modified or rescinded.

ff. Communication Plans

- i. Close contacts will be notified directly by Health Services while classrooms and school communities will be notified by letter and/or phone message home to as appropriate.
- ii. NOTIFICATIONS:
 - 1) Notice of potential COVID-19 exposures will be provided to all employees, their authorized representatives, students and independent contractors at the same worksite during the high-risk exposure period as a COVID-19 positive case, within one business day, in a way that does not reveal any personal identifying information of the COVID-19 case, to the following:
 - 2) ALL Close Contacts will be notified for CONFIRMED positive COVID-19 known exposures on campus.
 - 3) The District will ensure that notifications about COVID-19 cases and exposures at District schools are in compliance with FERPA and HIPAA privacy requirements.

Appendix A: Identification of COVID-19 Hazards

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

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

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

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

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

Appendix B: COVID-19 Inspections

Work location evaluated: _____

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

Date: _____

Name of person conducting the inspection: _____

Appendix C: Investigating COVID-19 Cases

Detail

Case Type*:	<input type="text" value="Select Case Type"/>	Date of first symptoms:	<input type="text"/>
Date tested positive:	<input type="text"/>	Quarantine/Isolation start date:	<input type="text"/>
Estimated quarantine/isolation end date:	<input type="text"/>	Revised estimated quarantine/isolation end date:	<input type="text"/>
Date of approval to return to school:	<input type="text"/>	Date of actual return following quarantine/isolation:	<input type="text"/>
Number of people in household:	<input type="text"/>	Number of people in household w/ COVID-19:	<input type="text"/>
Number of students that attend the district in household:	<input type="text"/>		
RAD			
Results/ Outcomes:(T)	<input type="text" value="Select Results/ Outcomes"/>		
Actions:(T)	<input type="text" value="Select Actions"/>		
Dispositions:(T)	<input type="text" value="Select Dispositions"/>		
Comment:	<div><p>Person Type: Last on Campus: Symptoms: Close Contacts: COVID-19 Resources: Notes </p></div>		

Multiple COVID-19 Infections and COVID-19 Outbreaks

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

COVID-19 testing

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

Exclusion of COVID-19 cases

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

Investigation of workplace COVID-19 illness

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

COVID-19 investigation, review and hazard correction

In addition to the CPP Identification and Evaluation of COVID-19 Hazards and Correction of COVID-19 Hazards, the District will immediately perform a review of potentially relevant COVID-19 policies, procedures, and controls and implement changes as needed to prevent further spread of COVID-19.

The investigation and review will be documented and include:

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

- hazards.
- When otherwise necessary.
- Implementing changes to reduce the transmission of COVID-19 based on the investigation and review. The following will be considered:
 - Moving indoor tasks outdoors or having them performed remotely.
 - Increasing outdoor air supply when work is done indoors.
 - Improving air filtration.
 - Increasing physical distancing as much as possible.
 - Respiratory protection.
 - [describe other applicable controls].

Notifications to the local health department

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

Major COVID-19 Outbreak

If a school site or District workplace experiences 20 or more COVID-19 cases within a 30-day period, this section of CPP will stay in effect until there are no new COVID-19 cases detected in the workplace for a 14-day period.

COVID-19 testing

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

Exclusion of COVID-19 cases

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

Investigation of workplace COVID-19 illnesses

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

COVID-19 hazard correction

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

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

Notifications to the local health department

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