

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

Updated January 19, 2024

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
Nikki.Henry@fresnounified.org (559) 457-3733
 - 2) Stacey Sandoval, Executive Director of Benefits/Risk Management
Stacey.Sandoval@fresnounified.org (559) 457-3520
 - 3) Amy Idsvoog, Executive Officer, Health Services, Safety and Emergency Response
Amy.Idsvoog@fresnounified.org (559) 457-3498
 - ii. All employees are responsible for using safe work practices, following all directives, policies, and procedures, and assisting in maintaining a safe work environment.
 - b. System for Communicating:
 - i. The District’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) Employees can access COVID-19 voluntary testing through COVID over the counter home (OTC) tests that are available at school sites and district departments for students and staff.
- 4) In the event testing is required to be provided because of a workplace exposure or outbreak, the District has information available on its website, including videos, outlining health and safety guidelines, proper handwashing, how to access additional personal protective equipment, staff resources, and vaccination and testing resources.
- 5) Following state guidelines, employees are notified and given information about COVID-19 hazards and supports in the event there is a positive exposure on their worksite

c. Identification and Evaluation of COVID-19 Hazards

- 1) Respond effectively and in a timely manner 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) Employees who exhibit COVID-19 symptoms are encouraged to go home immediately.
 - c) 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 have improved and they have a negative test result
 - d) Allow employees to utilize available OSHA sick leave and medical leave for specified reasons related to COVID-19 when it's been determined they were exposed at work.
 - e) Ensure employees that return to work following an illness promptly report any recurrence of symptoms.
- 2) For many indoor settings, including classrooms, 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.

- 3) 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.
- 4) Evaluate existing COVID-19 prevention controls and the need for different or additional controls.

~~5) Conduct periodic inspections using 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 current 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 is encouraged to do their part and conduct a daily self health screening.~~ Individuals who are not feeling well should remain home.
- ii. Staff who are COVID-19 positive should stay home until: isolate for 5 days. A negative test is no longer necessary to clear after day 5. They may return after day 5 when: 1) mild symptoms have improved 2) and gone one day without fever or use of medication. No negative test is required to clear nor is isolating for 5 days required.
- iii. 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. Contract tracing is no longer done. Worksites should notify close contacts of any confirmed positives. still send a letter of notification to all staff and visitors should there be a report of a positive case on the worksite, per Cal OSHA expectations.~~

~~i.~~

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

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- i. Give notice of the potential COVID-19 exposure to any known close contacts, 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.~~
 - ii. 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.
 - iii. 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:
- 1) Should there be an outbreak, Fresno Unified will consult 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 continues to update employees on changing COVID condition and protocols and provides resources as needed including:
 - 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 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.
- 4) COVID-19 symptoms, and the importance of obtaining a COVID-19 test and not coming to work if the employee is not feeling well~~has COVID-19 symptoms.~~
- 5) How COVID-19 is spread
- 6) COVID-19 specific symptom identification and when to seek medical attention
- 7) 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.~~

~~8) The District's plan and procedures to follow when adults become sick at school.~~

~~ii. Training was provided for employees 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. Those resources are available on the district website (Appendix D).~~

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j. Control of COVID-19 Hazards

i. Physical Distancing

- 1) CDC and CDPH have eliminated physical distancing requirements but practicing physical distancing where possible is still an important mitigation strategy.
- 2) Any individual that appears to be unwell will be encouraged to go home.
- 3) Encourage 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) Hand Sanitizer and appropriate protective equipment shall be made available throughout each site and office, as necessary.
- 5) 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.

k. Face Coverings

- i. The District continues to provide face coverings to all unit members and students who may want them. Face coverings are optional in all K-12 facilities as outlined by local public health guidelines, and the California Department of Public Health (CDPH) and local health department. Employees may provide their own face coverings or use the disposable face coverings available in the main entry area of each school site or district office.

l. 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 may 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 happens 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 still available and will be used as needed

n. Hand sanitizing Protocols

- i. To protect employees from COVID-19 hazards, the District encourages 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. ~~Based on state and local health guidance, the District will continue to evaluate the need for personal protective equipment to prevent exposure to COVID-19 hazards.~~ PPE is available through our district warehouse as needed.

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) 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.

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) 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.
 - 3) 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 improved; ~~and~~
 - 3) ~~They have isolated for at least 5 days~~
- ~~ii. COVID-19 cases who tested positive but never developed COVID-19 symptoms~~
 - ~~1) Shall isolate at home for at least 5 days. They may exit isolation after day 5 as long as they have continued to be asymptomatic including not having a temperature for 24 hours.~~
- ~~iii. 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. Health Screening for Students and Staff

- i. ~~Prior to coming onto campus, everyone is encouraged to do their part and use our daily self health screening tool.~~ Individuals who do not feel well should remain home.
- ii. Staff who have any COVID-19 like symptoms are encouraged to test. ~~If negative, they may return~~ whenever if: 1) symptoms improve 2) one day without fever or use of medication.
- iii. 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.
- ~~iv. The District will recommend that ill staff be tested as soon as possible. If they are sent home ill, they may not return without a negative test or completing a 5 day quarantine.~~
- ~~iv.~~ Actively encourage sick students and employees to stay home until symptoms improve and they have gone 24 hours without a temperature of fever reducing medication.

t. 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.

u. Identification and Tracing of Contacts

- i. Contact Tracing is no longer required, however those employees confirmed COVID positive should communicate to the HR Leaves Desk to determine if they are illegible for Cal OSHA leave.

- 1) Students that report they are COVID positive may return when symptoms improve, have gone 24 hours without a fever or fever reducing medication.

ii. Notification

- 1) School sites and district offices will send a COVID notification letter ~~to staff and visitors~~ to any known close contacts should there be a confirmed case with possible worksite exposure.

v. Staff Training, Family Education and Testing

- i. Using District communication channels, messaging will be shared with staff and district families as guidelines change. OTC testing kits will continue to be available to staff and students at school sites and district offices.

- a) The District shall notify its local health officer of any known outbreak cases 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.

w. Communication Plans

- i. Close contacts will be notified by the supervisor and employees at the worksite will be notified by letter and/or phone message home as appropriate.
- ii. NOTIFICATIONS:
 - 1) Notice of potential COVID-19 exposures will be provided to all employees, their authorized representatives, 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 employee~~ Close Contacts will be notified of CONFIRMED positive COVID-19 known exposures.
 - 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.

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I.
Appendix D: COVID-19 Training Roster

Date: _____ Name of person conducting the training: _____

Employee Name	Signature

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