



Turlock Unified School District

COVID-19 PREVENTION PLAN

AS MANDATED BY:

CCR Title 8 Sections 3205, 3205.1, 3205.2, 3205.3, 3205.4

**Turlock Unified School District
COVID-19 Prevention Program (CPP)**

Table of Contents

Authority and Responsibility 4

Identification and Evaluation of COVID-19 Hazards 4

 Employee Participation 4

 Employee Screening 5

Correction of COVID-19 Hazards 5

Control of COVID-19 Hazards 5

 Physical Distancing 5

 Face Coverings 6

 Engineering Controls 6

 Cleaning and Disinfecting 7

 Personal Protective Equipment (PPE) Used to Control Employees' Exposure to COVID-19 8

Investigating and Responding to COVID-19 Cases 8

 Response to a COVID-19 Case in the Workplace: 8

System for Communicating 9

Training and Instruction 9

Exclusion of COVID-19 Cases 10

Reporting, Recordkeeping, and Access 10

Return-to-Work Criteria 11

 COVID-19 Cases with COVID-19 Symptoms Shall Not Return to Work Until: 11

 COVID-19 Symptoms for Employees Who Have Not Been Exposed and/or in Close Contact (by definition) to a Confirmed COVID-19: 11

 COVID-19 Cases Who Tested Positive but Never Developed COVID-19 Symptoms 11

 A Negative COVID-19 Test Shall not be Required for an Employee to Return to Work 11

 If an Order to Isolate or Quarantine an Employee is Issued by a Local or State Health Official 11

Appendix A: Identification of COVID-19 Hazards 12

Appendix B: Periodic COVID-19 Inspections 13

Appendix C: COVID-19 Employee Report 14

Multiple COVID-19 Infections and COVID-19 Outbreaks 15

 COVID-19 Testing 15

 Exclusion of COVID-19 Cases 15

 Investigation of Workplace COVID-19 Illness 15

 COVID-19 Investigation, Review and Hazard Correction 15

 Notifications to the Local Health Department 16

Major COVID-19 Outbreak 17

 COVID-19 Testing 17

 Exclusion of COVID-19 Cases 17

**Turlock Unified School District
COVID-19 Prevention Program (CPP)**

Investigation of Workplace COVID-19 Illnesses..... 17
COVID-19 Hazard Correction 17
Notifications to the Local Health Department..... 17

Turlock Unified School District COVID-19 Prevention Program (CPP)

This CPP is designed to control exposures to the SARS-CoV-2 virus that may occur in the workplace.

Authority and Responsibility

The Superintendent has the overall authority and responsibility for implementing the provisions of this CPP at the School District. In addition, all Principals, Managers, and Supervisors are responsible for implementing and maintaining the CPP at the school sites and for ensuring employees receive answers to questions about the COVID-19 Prevention Program.

The Superintendent has designated a CPP Officer for the specific implementation of the elements of this plan. The CPP Officer for the School District is:

For Facilities-Related Items:
Barney Gordon, Assistant Superintendent of Business Services
bgordon@turlock.k12.ca.us
209-667-0632

For Personnel-Related Items:
David Lattig, Assistant Superintendent of Human Resources
dlattig@turlock.k12.ca.us
209-667-0632

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

Identification and Evaluation of COVID-19 Hazards

The School District will implement the following identification and evaluation strategies:

- In cases of multiple COVID-19 infections and COVID-19 outbreaks as defined later in this document, the District will conduct workplace-specific evaluations using the **Appendix A: Identification of COVID-19 Hazards** form.
- Evaluate employees' potential workplace exposures to all persons at, or who may enter, a school district facility.
- 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.
- Evaluate existing COVID-19 prevention controls and the need for different or additional controls.
- Conduct monthly inspections using the **Appendix B: Periodic 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.

Employee Participation

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.

Turlock Unified School District COVID-19 Prevention Program (CPP)

Employee Screening

All TUSD employees shall be required to conduct a COVID-19 self-screening before arriving to work every day. Employees shall verify with their signatures that they have completed the self-assessment and are free of symptoms as stated below:

- Employees shall certify to the best of their knowledge they are not experiencing any COVID-19 related symptoms such as fever (100.4° or higher), cough, shortness of breath or respiratory illness, lack of taste or smell, onset of unexplained gastrointestinal illness or any other symptoms associated with COVID-19.
- Employees shall certify to the best of their knowledge they have not been in contact with anyone who has tested positive for COVID-19 within the past 14 days.
- Employees shall certify to the best of their knowledge they have not been in close contact with anyone, who is experiencing symptoms related to COVID-19 or who may have come into contact with someone that is COVID-19 positive within the past 10 days.

The School District will maintain these confidential documents for one (1) year.

Correction of COVID-19 Hazards

Any employee who observes working conditions which the employee believes to be unsafe shall report such condition(s), including the reasons for believing it to be unsafe, to the employee's supervisor. Unsafe or unhealthy work conditions, practices or procedures related to COVID-19 will be documented on the **Appendix B: Periodic COVID-19 Inspection** form and routed to the CPP Officer. If requested, the employee shall be given a written response within fifteen (15) working days explaining how the concern.

- The appropriate CPP Officer, designated by the Superintendent, is responsible for timely correction.
- Follow-up measures will be taken to determine if the mitigation strategies have been effective.

Control of COVID-19 Hazards

Physical Distancing

Where possible, the School District will ensure at least six feet of physical distancing at all times utilizing the following strategies:

- **The School District requires a minimum of six feet of physical distancing at all times by all employees, where practicable.**
- If possible, provide single point of entrance to the site. Always maintain six feet minimum physical distancing where practicable.
- Conduct a daily health assessment through self-screening log.
- Any individual that appears to be unwell will NOT be granted access to the site or allowed to start work.
- Require sick workers/employees – and those displaying flu-like symptoms – to stay home. (“Worker/Employee” means worker or employee for the School District, subcontractors, designers, consultants, etc.).
- Send employees home immediately who show signs and symptoms of flu-like or acute respiratory illness symptoms.
- Hand sanitizer and appropriate protective gloves shall be made available throughout each site and

Turlock Unified School District COVID-19 Prevention Program (CPP)

office, as necessary.

- 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 sleeve, not hands.
- Signage will be posted throughout District buildings and work areas to raise awareness.
- Minimize the number of employees working within a certain area of a (six feet of physical distance to be maintained at all times where practicable).
- Use of daily task analysis or job hazard analysis forms to communicate the seriousness of this situation and the protection measures necessary.
- Encourage employees not to share tools or work areas; if this occurs ensure the tools/areas are disinfected after use.
- Ensure routine cleaning of frequently touched surfaces including the following: door handles, elevator buttons, all surfaces, equipment, and tool handles.
- Use of shift-work to minimize the number of employees working within certain areas.
- Stagger break and lunch time to avoid employees from gathering in one location.
- As possible, only perform critical/essential activities.
- All gatherings should follow current California Department of Public Health (CDPH) guidelines.
- Rotating work schedules will be considered when appropriate. Appropriate schedules could include:
 - Staggered start and end times
 - AM/PM schedule
 - Alternating days
- All meetings are encouraged to be call-in/video conference; this includes both office and field meetings. Any meeting or training session attended by employees must provide for physical distancing of six feet.
- Minimize number of employees at a work location based on the size of the work location to the maximum extent practicable.
- Encourage employees not to carpool unless they are members of the same household.
- No physical greetings such as a handshake or hug.
- Encourage personnel to use the stairs, not the elevator (if applicable).

Individuals will be kept as far apart as possible when there are situations where six feet of physical distancing cannot be achieved.

Face Coverings

Each site will provide clean, undamaged face coverings and ensure they are properly worn by employees over the nose and mouth when indoors. Face coverings must be worn in accordance with the most current California Department of Public Health (CDPH), District, or local health department guidelines. Employees may provide their own face coverings as long as they meet current CDPH guidelines.

Engineering controls

The following measures will be implemented for situations where the School District cannot maintain at least six feet between individuals:

- The use of partitions or barriers in classrooms and offices.

To the extent feasible, the school district will maximize the quantity of outside air for buildings with mechanical or natural ventilation systems by:

Turlock Unified School District COVID-19 Prevention Program (CPP)

- For indoor locations, the District will evaluate 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.
- If the amount of outside air needs to be minimized due to other hazards, such as heat and wildfire smoke, outside air vents and windows will be closed.
- 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.
- The HVAC system will be properly maintained and adjusted by the District Maintenance staff and HVAC Technician(s).
- The MERV 13 or higher filters will be utilized to ensure adequate air filtration.
- Employees are encouraged to open windows or doors to the outside as conditions allow.

Cleaning and disinfecting

The following cleaning and disinfection measures for frequently touched surfaces will be implemented:

- The Site Principal or Supervisor will ensure that there are adequate supplies and adequate time for disinfection/cleaning to be done properly.
- The Site Principal or Supervisor will direct the custodians in the frequency and scope of cleaning and disinfection.

When a COVID-19 case is identified at a school site or workplace, the following procedures will be implemented:

PPE will be worn by employees performing disinfection tasks.

- Disposable gloves- Ex: Latex or nitrile
- Mask- Ex: Disposable face mask
- Eye covering- Ex: Safety glasses, safety goggles, face shield

Procedures

- Clean the surface first, and then disinfect.
- Body fluids must be thoroughly cleaned from surfaces/objects. Use soap and water to clean first.
- Apply the District-approved disinfection product. The employees should review the SDS for the chemical to be used and follow all label directions.
- The surface must stay wet for 10 minutes, or for the appropriate dwell time listed on the product. If the surface dries before the 10 minutes (or, label listed dwell time), reapply
- Dispose into the trash any paper towels, gloves, and other materials that came in contact with the surfaces during the cleaning and disinfection process.

Shared tools, equipment and personal protective equipment (PPE)

- PPE must not be shared, e.g., gloves, goggles and face shields.
- Items that employees come in regular physical contact with, such as phones, headsets, desks,

Turlock Unified School District COVID-19 Prevention Program (CPP)

- keyboards, writing materials, instruments and tools must also not be shared, to the extent feasible.
- Where there must be sharing, the items will be disinfected between uses by the affected employee with the District-approved disinfecting product.
- Sharing of vehicles will be minimized to the extent feasible, and high-touch points (for example, steering wheel, door handles, seatbelt buckles, armrests, shifter, etc.) will be disinfected between users.

Hand Sanitizing

- To protect employees from COVID-19 hazards, the District will evaluate its handwashing facilities, determine the need for additional facilities, encourage and allow time for employee handwashing, and provide employees with an effective hand sanitizer. Employers shall encourage employees to wash their hands for at least 20 seconds each time. Provision or use of hand sanitizers with methyl alcohol is prohibited.
- Wash hands frequently with soap and water for a minimum of 20 seconds. If soap and water are not available, use hand sanitizer (70% alcohol content or greater). At a minimum, employees **MUST** wash hands at the beginning and end of each shift, after using the toilet, before and after each break.
- 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 sleeve, not hands.
- Avoid touching your eyes, nose, and mouth especially with unwashed hands.

Personal Protective Equipment (PPE) Used to Control Employees' Exposure to COVID-19

PPE (such as gloves, goggles, and face shields) as required by CCR Title 8, section 3380, will be provided, as needed.

The School District will evaluate the tasks or conditions in accordance with CCR Title 8 section 5144 when the physical distancing requirements are not feasible or maintained for the need to utilize N95 or other tight-fitting respirators. A Respiratory Protection Program will be implemented that includes Medical Evaluations, Fit-Testing, and Training.

The School District will provide and ensure use of eye protection and respiratory protection in accordance with CCR Title 8 section 5144 when employees are exposed to procedures that may aerosolize potentially infectious material such as saliva or respiratory tract fluids.

Investigating and Responding to COVID-19 Cases

This will be accomplished by using the **Appendix C: COVID-19 Employee Report**.

Response to a COVID-19 Case in the Workplace:

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

1. Determine the day and time the COVID-19 case was last at work 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.

Turlock Unified School District COVID-19 Prevention Program (CPP)

3. 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:
 - a. All employees who may have had COVID-19 exposure and their authorized representatives.
 - b. Independent contractors and other employers present at the workplace during the high-risk exposure period.
4. 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, Labor Code sections 248.1 and 248.5, Labor Code sections 3212.86 through 3212.88, local governmental requirements, the employer's own leave policies, and leave guaranteed by contract.
5. 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.
6. 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.

System for Communicating

The School District goal is to ensure that effective two-way communication with employees, is performed and includes the following information:

- Employees should report COVID-19 symptoms and possible hazards to their Supervisor.
- Employees can report symptoms and hazards without fear of reprisal.
- School District procedures or policies for accommodating employees with medical or other conditions that put them at increased risk of severe COVID-19 illness.
- To give employees the tools to get tested when they have symptoms to reduce the likelihood of bringing the virus to work, employees may access COVID-19 voluntary testing available through health plans or local testing centers.
- In the event testing is required to be provided because of a workplace exposure or outbreak, the School District will communicate the plan for providing testing and inform affected employees of the reason for the testing and the possible consequences of a positive test.
- 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 School District's COVID-19 policies and procedures.

Training and Instruction

The School District will provide effective training and instruction that includes:

- COVID-19 policies and procedures to protect employees from COVID-19 hazards.
- Information regarding COVID-19-related benefits to which the employee may be entitled under applicable federal, state, or local laws.
- 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.

Turlock Unified School District COVID-19 Prevention Program (CPP)

- 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 and hand hygiene, 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.
- Training will be documented by a completed Training Verification Form or an alternate method including virtual attendance logs, tracking of email distribution groups, etc.

Exclusion of COVID-19 Cases

When a COVID-19 case is identified in the workplace, the School District will limit transmission by:

- Ensuring that COVID-19 cases are excluded from the workplace until return-to-work requirements are met.
- Excluding employees with COVID-19 exposure from the workplace for 10 days after the last known COVID-19 exposure to a COVID-19 case.
- 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.
- Providing employees at the time of exclusion with information on available benefits.
- Employees who have tested positive for COVID-19 within 90 days shall not be required to isolate/quarantine if they are in close contact to a positive case.

Reporting, Recordkeeping, and Access

The School District's CPP Officers will:

- 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.
- 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.
- Maintain records of the steps taken to implement the written COVID-19 Prevention Program in accordance with CCR Title 8 section 3203(b).
- Make the written COVID-19 Prevention Program (CPP) available at the workplace to employees, authorized employee representatives, and to representatives of Cal/OSHA immediately upon request.
- Use the **Appendix C: COVID-19 Employee Report** form 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.

**Turlock Unified School District
COVID-19 Prevention Program (CPP)**

Return-to-Work Criteria

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

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

COVID-19 symptoms for employees who have not been exposed and/or in close contact (by definition) to a confirmed COVID-19:

- Health care provider confirms alternative diagnosis for symptoms (doctor's note required). Employee may return to work after 24 hours with improved symptoms and no fever.
- Employee receives a **negative PCR** COVID-19, please be advised the District is not accepting Rapid tests (antigen test). May return to work after 72 hours (3 days from test date, e.g. test on 12/1 employee may return on 12/5) with improved symptoms and no fever.
- Employee receives positive test or no health care provider visit or test completed. May return to work **only after 10 days since symptom onset and 24 hours without fever or 10 days from test date (specimen date).**

COVID-19 cases who tested positive but never developed COVID-19 symptoms:

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

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

If an order to isolate or quarantine an employee is issued by a local or state health official.

The employee shall not return to work until the period of isolation or quarantine is completed or the order is lifted. If no period was specified, then the period shall be:

- 10 days from the time the order to isolate or quarantine was effective.

**Turlock Unified School District
COVID-19 Prevention Program (CPP)**

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

**Turlock Unified School District
COVID-19 Prevention Program (CPP)**

Appendix B: Periodic 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: _____

Turlock Unified School District
COVID-19 Prevention Program (CPP)

Appendix C: COVID-19 Employee Report



Turlock Unified School District

COVID-19 EMPLOYEE REPORT

Date: [Redacted]

Positive Case Close Contact With Positive Case Symptomatic/Ill, No Exposure

Employee's Full Name: [Redacted] DOB: [Redacted]

Employee's Address: [Redacted] Work Site: [Redacted]

Employee's Phone Number: [Redacted] City/Zip [Redacted]

Supervisor's Name: [Redacted] Position: [Redacted]

Last Day Worked at Site: [Redacted] Date Employee was Exposed (if applicable): [Redacted]

Is Employee able to completely Isolate/Quarantine from Positive case? [Redacted]

Brief Description of Exposure (close contact to positive case or household contact to positive case):
[Redacted]

Brief Description of Last Day at Work (employee worked alone, employee visited other departments, etc.):
[Redacted]

Date of Onset of Symptoms for Positive Case (if applicable): [Redacted]

Date of COVID-19 Test for Positive Case (if applicable): [Redacted]

Date of Onset of Symptoms for Employee: [Redacted]

Date of COVID-19 Test (if applicable): [Redacted] Test Result: [Redacted]

Staff with whom District employee had contact (less than 6 ft. and more than 15 minutes) while at work:

[Redacted]

Directions for employees who **have not** been exposed and/or in close contact (by definition) to a confirmed COVID-19 case individual shall only be allowed to return to work if the criteria below is met:

1. Health care provider confirms alternative diagnosis for symptoms (doctor's not required).
May return to work after 24 hours with improved symptoms and no fever.
2. Receives a negative PCR C-19 test (nasal swab) result. *May return to work after 72 hours with improved symptoms and no fever.*
3. Positive test or no health care provider visit/test. *May return to work only after 10 days since symptom onset and 24 hours without fever or 10 days from test date (specimen date).*

Turlock Unified School District COVID-19 Prevention Program (CPP)

Multiple COVID-19 Infections and COVID-19 Outbreaks

If a school site or school 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 School District will offer COVID-19 testing at no cost to employees during their working hours to all employees in School 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 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 School 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 School District will provide additional testing when deemed necessary by Cal/OSHA.

Exclusion of COVID-19 Cases

The School 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 School 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 School 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.

Turlock Unified School District COVID-19 Prevention Program (CPP)

- 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.

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.

Turlock Unified School District COVID-19 Prevention Program (CPP)

Major COVID-19 Outbreak

If a school site or School 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 School District will offer COVID-19 testing at no cost to employees during their working hours 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.

Exclusion of COVID-19 Cases

The School 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 School 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 School District will take the following actions:

- In buildings or structures with mechanical ventilation, the School 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 School District will use filters with the highest compatible filtering efficiency. The School 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 School 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 School 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 School District will comply with the requirements of any Multiple COVID-19 Infections and COVID-19 Outbreaks-Notifications to the Local Health Department.