BUCKEYE UNION SCHOOL DISTRICT

COVID-19 Safety Plan

2021-2022

Updated: October 20, 2021
Preface

The health and safety of our staff and students are a top priority while the Buckeye Union School District continues to focus on safely reopening schools for in-person learning. This COVID-19 Safety Plan (CSP) has been developed with guidelines from the California Department of Public Health (CDPH), Cal/OSHA, the Centers for Disease Control and Prevention (CDC), and from local agencies intended to minimize harm from and exposure to the Coronavirus (“COVID-19”). The Superintendent and/or designee(s) have overall authority and responsibility for implementing the provisions of this plan in all District facilities and worksites. In addition, all managers and supervisors are responsible for implementing the protocols and consistently enforcing the CSP in their assigned work areas. and for ensuring employees receive answers to questions about the program in a language that staff understands.

All employees are responsible for complying with safe work practices, following all directives, policies and procedures, and assisting in maintaining a safe work environment. The District plan and procedures are not exhaustive and will be adjusted as guidelines change with the evolving situation. A concentrated effort from everyone will help to achieve our goals of maintaining safe and healthy schools.

This COVID-19 Safety Plan (CSP) complies with the California Department of Public Health guidance released on January 14, 2021 and updates released through September, 2021. The COVID-19 Safety Plan (CSP) consists of two parts: (1) the Cal/OSHA COVID-19 Prevention Program (CPP) and (2) the COVID-19 Public Health Guidance for K-12 Schools in California, 2021-22 School Year. Topics not covered in the aforementioned parts will be available as updates in order to manage the information as it is released by public health and state agencies.

Special Attention to Symptom Screening

Everyone is to self-screen for symptoms prior to arriving on campus/work each day. This applies to both fully vaccinated and unvaccinated individuals. Your presence on campus/at work is an indication that you have screened yourself and/or your student for symptoms per current symptom screening methods. [https://www.cdc.gov/coronavirus/2019-ncov/symptoms-testing/symptoms.html](https://www.cdc.gov/coronavirus/2019-ncov/symptoms-testing/symptoms.html)

Nondiscrimination Policy Acknowledgement

As we return to in-person instruction, the District is reminding staff about Board Policy 4030 for a workplace free of harassment, intimidation, and retaliation. This annual acknowledgement is especially important to keep in mind during these unprecedented circumstances and while we maneuver through guidelines for schools. Specifically, this means that everyone is prohibited from conduct that is intimidating, abusive, harassing, or retaliatory. While opinions about safety measures may differ, State and/or County regulations govern the actions that the District, staff, and students must adhere to.

Sincere thanks to all District employees for continuing to be a positive example of respectfulness and agility, especially in a situation that poses numerous changes and tests adaptability on a regular basis. Progress continues as a result of the hard work and dedication put into seeing the many changes through. Please contact your supervisor with questions or concerns.
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Updated 10/20/21
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(a) Scope.
(1) This program applies to all employees and all places of employment, with the following exceptions:

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

(B) Employees working from home.

(C) Employees with occupational exposure as defined by section 5199, when covered by section 5199, Aerosol Transmissible Diseases.

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

(b) Definitions. The following definitions apply:

“Close Contact” means being within six feet of a COVID-19 case for a cumulative total of 15 minutes or greater in any 24-hour period within or overlapping with the “high-risk exposure period” defined by this section. This definition applies regardless of the use of face coverings. (EXCEPTION: Employees have not had a close contact if they wore a respirator required by the employer and used in compliance with section 5144, whenever they were within six feet of the COVID-19 case during the high-risk exposure period.)

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

“COVID-19 case” means a person who:

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

A person is no longer a “COVID-19 case” in this section when a licensed healthcare professional determines that the person does not have COVID-19, in accordance with recommendations made by the California Department of Public Health (CDPH) or the local health department pursuant to authority granted under the Health and Safety Code or title 17, California Code of Regulations to CDPH or the local health department.

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

“COVID-19 hazard” means exposure to potentially infectious material that may contain SARS-CoV-2, the virus that causes COVID-19. Potentially infectious materials include airborne droplets, small particle aerosols, and airborne droplet nuclei, which most commonly result from a person or persons exhaling, talking or vocalizing, coughing, sneezing, or procedures performed on persons which may aerosolize saliva or respiratory tract fluids, among other things. This also includes objects or surfaces that may be contaminated with SARS-CoV-2.
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“COVID-19 symptoms” means the following unless a licensed health care professional determines the person’s symptoms were caused by a known condition other than COVID-19.

- fever of 100.4 degrees Fahrenheit or higher
- chills
- cough
- shortness of breath or difficulty breathing
- fatigue
- muscle or body aches
- headache
- new loss of taste or smell
- sore throat
- congestion or runny nose
- nausea or vomiting, or diarrhea,

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

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

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

1. For the purpose of determining the exposed group, a place where persons momentarily pass through while everyone is wearing face coverings, without congregating, is not a work location, working area, or a common area at work.
2. If the COVID-19 case was part of a distinct group of employees who are not present at the workplace at the same time as other employees, for instance a work crew or shift that does not overlap with another work crew or shift, only employees within that distinct group are part of the exposed group.
3. If the COVID-19 case visited a work location, working area, or a common area at work for less than 15 minutes during the high-risk exposure period, and the COVID-19 case was wearing a face covering during the entire visit, other people at the work location, working area, or common area are not part of the exposed group. NOTE: An exposed group may include the employees of more than one employer. See Labor Code sections 6303 and 6304.1.

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

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

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

Note: As explained by the Department of Fair Employment and Housing, Employment-Information-on-COVID-19-FAQ_ENG.pdf because the reasons that any given employee or applicant is not vaccinated may or may not be related to disability or religious creed, simply asking employees or applicants for proof of vaccination is not a disability-related inquiry, religious creed-related inquiry, or a medical examination, employers may wish to instruct their employees or applicants to omit any medical information from such documentation.

- Acceptable options for proof of vaccination include:
  - Employees provide proof of vaccination (vaccine card, image of vaccine card or health care document showing vaccination status) and the District maintains a copy.
  - Employees provide proof of vaccination. The District maintains a record of the employees who presented proof, but not the vaccine record itself.
  - Employees self-attest to vaccination status and the District maintains a record of who self-attests.

"High-risk exposure period" means the following time period:

1. For persons who develop COVID-19 symptoms: from two days before they first develop symptoms until 10 days after symptoms first appeared, and 24 hours have passed with no fever, without the use of fever-reducing medications, and symptoms have improved; or

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

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

"Worksite," for the limited purposes of COVID-19 prevention regulations only, means the building, store, facility, agricultural field, or other location where a COVID-19 case was present during the high-risk exposure period. It does not apply to buildings, floors, or other locations of the employer that a COVID-19 case did not enter. NOTE: The term worksite is used for the purpose of notice requirements in subsections(c)(3)(B)3. and 4. only.

(c) Written COVID-19 Prevention Program Components.

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

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

The District's Prevention Program has been developed in accordance with the issued guidance from the State of California Department of Public Health and Cal/OSHA (Appendix A).
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Elements of the COVID-19 Prevention Program include:

(1) System for communicating.

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

(A) Employee Reports:

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

1. COVID-19 symptoms: If any employee is experiencing any of the identified symptoms of COVID-19
2. Possible COVID-19 exposures: If any employee has been exposed or possibly exposed to an individual who is positive for, or has been diagnosed with COVID-19.
3. Possible COVID-19 hazards at the workplace: If any employee becomes aware of a possible hazard in the workplace that could increase the likelihood of exposure to COVID-19.

Methods of Reporting:

1. To Whom: Immediate supervisor and/or designee.
2. How: Completion of daily self-assessment survey (whether working on site or remotely) for symptoms and/or exposure. Phone call and/or email to immediate supervisor and/or designee regarding possible hazards in the workplace.
3. Where: Online via daily symptom survey.
4. When: Symptoms and/or exposures must be reported immediately and possible workplace hazards should be reported as soon as known.
5. School Nurse in conjunction with other designated Personnel will contact via phone all close contacts to a positive COVID-19 case as soon as reasonably possible. The “Notice of Potential Exposure Letter” will be emailed out to potentially exposed employees to comply with AB 685 and the CAL OSHA regulations.
6. Potential workplace hazards: Employees and authorized employees’ representatives are encouraged to participate in the identification and evaluation of potential COVID-19 hazards by maintaining ongoing reciprocal verbal and written communication with administration.
7. Employees shall be educated and empowered by management to respectfully remind others to follow all policies, procedures, and practices adopted related to COVID-19.

Staff are to communicate with their Supervisors for Covid-19 supplies. Site Administrators or designees will submit orders.

Covid-19 Case Management information is confidential.

Covid-19 case management information is confidential. Only those needing to be involved in contact tracing and possible quarantine procedures will be communicated with directly about details.
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(B) Procedures for accommodating employees with medical or other conditions that put them at increased risk of severe COVID-19 illness.

Employees who are at high-risk from COVID-19 are entitled to engage in an interactive process meeting with Human Resources in order to identify and determine appropriate accommodations, if any.

BUSD shall advise employees on leave options available for COVID-19 related absences including, but not limited to, those consistent with the Families First Coronavirus Response Act, when applicable.

(C) Access to COVID-19 testing.

If testing is required in accordance with this written program, BUSD shall inform any affected employees of the reason for the COVID-19 testing and the possible consequences of a positive test.

Employees who have had potential exposure to COVID-19 in the workplace, as determined through contact tracing, shall be offered COVID-19 testing at no cost during their established work schedule. Testing is currently being provided through the Primary Health Testing Program. Employees may register online to ensure confidentiality and will be provided a link to do so at the time of testing. When registering for free testing they will be emailed a link to their results. Testing is offered five (5) days a week throughout Buckeye Union School District and during the employee’s work day.

The District will keep all medical information confidential and will only disclose unredacted medical records to the local health department, CDPH, the Division, NIOSH, or as otherwise required by law immediately upon request. Under the ADA, we are required to maintain the confidentiality of any medical information we receive, including the name of any affected employee or student.

To help minimize spread of COVID-19, confirmed-positive individuals will be excluded from physically coming to work and will be on home isolation or quarantine in compliance with safety protocols and guidelines from federal, state, and/or local Public Health departments and Cal/OSHA. Vaccinated and unvaccinated close contacts will also be addressed in compliance with safety protocols and guidelines from federal, state, and/or local Public Health departments and Cal/OSHA.

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

The District communicates COVID-19 policies, procedures, and hazard information:

- in the COVID-19 Prevention Program plan, posted online as of 2/1/21
- in the COVID-19 Prevention Program plan, available upon request at each site
- in staff training and/or meetings
- in meetings attended by staff and community
- via email to staff and parents/caregivers
- via text messages to staff and parents/caregivers
- with posted signage at all sites
- via staff and community surveys

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- COVID-related messages via Blackboard and posted on websites;
- translated documents, as needed; and
- on the COVID-19 Dashboard

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

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

(A) Identification and evaluation of COVID-19 hazards

BUSD has and will continue to include opportunities for employee and authorized employee representative participation in the identification and evaluation of COVID-19 hazards as follows:

The Facilities Department shall periodically conduct workplace-specific evaluations as needed, to identify unhealthy conditions, work practices, and work procedures related to COVID-19 and to ensure compliance with our COVID-19 policies and procedures. The contact in Facilities is Brian McCahon, Director, at 530-985-2183, Ext. 1037 or bmccahon@buckeyeusd.org.

Employees and authorized employees’ representatives are encouraged to participate in the identification and evaluation of potential COVID-19 hazards by maintaining ongoing reciprocal verbal and written communication with administration.

Employees shall be educated and empowered by management to respectfully remind others to follow all policies, procedures, and practices adopted related to COVID-19. Sites designate person(s) responsible for implementing the site-specific plan consist of a combination of staff members including but not limited to: Administrator, Head Custodian, School Nurse, Office Staff, Teacher(s), et cetera.

(B) Employee Symptom Screening

BUSD has implemented a process for screening employees for and responding to employees with COVID-19 symptoms. BUSD mandatory workplace symptom screening includes: Staff are to self-screen for symptoms daily prior to arrival on a campus or worksite.

(C) Response to COVID-19 Case

BUSD, in conjunction with the EDCOE and County Department of Health, has developed COVID-19 policies and procedures to respond effectively and immediately to individuals at the workplace who are a COVID-19 case to prevent or reduce the risk of transmission of COVID-19 in the workplace.

For confirmed-positive COVID-19 cases in the workplace, the District and staff will limit transmission by:

- Ensuring that COVID-19 cases are excluded from the workplace until the return-to-work requirements are met.
- Excluding employees with COVID-19 close contacts from the workplace after the last known COVID-19 close contact to a COVID-19 case, if required under the specific circumstances (i.e., vaccinated, asymptomatic, etc)
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- 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, as required by law.
- Providing information on available benefits to employees at the time of exclusion.
- If the workplace has been identified by a local health department as the location of a COVID-19 outbreak or if there are three or more COVID-19 cases in an exposed group within a 14-day period, COVID-19 testing will be offered to staff at no cost during working hours.

(D) Workplace Assessment

BUSD has and will continue conduct a workplace-specific assessments to identify all interactions, areas, activities, processes, equipment, and materials that could potentially expose employees to COVID-19 hazards.

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

1. This shall include identification of places and times when people may congregate or come in contact with one another, regardless of whether employees are performing an assigned work task or not, for instance during meetings or trainings and including in and around entrances, bathrooms, hallways, aisles, walkways, elevators, break or eating areas, cool-down areas, and waiting areas.

2. This shall include an evaluation of employees’ potential workplace exposure to all persons at the workplace or who may enter the workplace, including coworkers, employees of other entities, members of the public, customers or clients, and independent contractors. Employers shall consider how employees and other persons enter, leave, and travel through the workplace, in addition to addressing fixed work locations.

Facilities shall periodically conduct workplace-specific evaluations as needed, to identify unhealthy conditions, work practices, and work procedures related to COVID-19 and to ensure compliance with our COVID-19 policies and procedures.

Employees and authorized employees’ representatives are encouraged to participate in the identification and evaluation of potential COVID-19 hazards by maintaining ongoing reciprocal verbal and written communication with administration.

Employees shall be educated and empowered by management to respectfully remind others to follow all policies, procedures, and practices adopted related to COVID-19.

SCHOOL SITE SAFETY TEAM:
Sites designates person(s) responsible for implementing the site-specific plan. These teams consist of a combination of staff members including but not limited to: Administrator, Head Custodian, School Nurse, Office Staff, Teacher(s), etc. By evaluating the interaction and activity in each location of campus, site teams determine arrangements and modifications to be made to the campus. Site-specific Information is posted on each school’s website with the COVID-19 Safety Plan.
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(E) Ventilation Systems

For indoor locations, the District evaluated how to maximize ventilation with outdoor air; to the highest level of filtration efficiency compatible with the existing ventilation system; and whether the use of portable or mounted High Efficiency Particulate Air (HEPA) filtration units, or other air cleaning systems, would reduce the risk of COVID-19 transmission. The District has installed MERV-13 and bi-polar ionization devices on all units.

HVAC/Filtration Plan

The District recognizes the importance of a safe learning environment and providing improvements to the air filtration system with the intent to maximize the indoor air quality. The District’s current HVAC systems function at a high level; however, additional improvements and replacement of units are being completed on a regular basis. The following are the additional planned improvements and implementation measures to the air filtration system to minimize the risk of transmission and infection of COVID-19 through the air.

1. MERV 13 filters and bi-polar ionization devices used to improve indoor Air Quality have been installed in all HVAC units at all sites.

2. All HVAC systems at sites operate on the mode which delivers the most fresh air changes per hour, based on engineers’ recommendations, including disabling demand-controlled ventilation and opening outdoor air dampers to maximum extent possible as indoor and outdoor conditions safely permit and to not sacrifice comfort.

3. Programming has been provided to maximize as much outside air exchange as conditions safely permit. Where possible, additional programming will be implemented to provide an indoor air flush prior to start up each morning.

4. Repairs and replacement of some HVAC systems will be implemented based on the age and condition of the units.

If an individual tests positive for COVID-19, the District will replace the HVAC filters in the associated classrooms at the school site.

(F) Ongoing monitoring and review of orders and guidance

BUSD will monitor and review applicable orders and guidance from the State of California and the local health department related to COVID-19 hazards and prevention, including information of general application and information specific to the employer’s industry, location, and operations.

BUSD regularly reviews 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. Orders and guidance are reviewed collaboratively in a variety of countywide group meetings including Superintendents’ meetings, Human Resources Network meetings, Risk and Safety Management meetings, Countywide School Nurse meetings, staff meetings, and other Job-Alike meetings. The El Dorado County Public Health Department has designated a Public Health Liaison and a Physician as a source of support, guidance, and collaborative communication during the pandemic.
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Facilities shall periodically conduct workplace-specific evaluations as needed, to identify unhealthy conditions, work practices, and work procedures related to COVID-19 and to ensure compliance with our COVID-19 policies and procedures.

(G) Evaluate existing prevention controls

The District evaluates existing COVID-19 prevention controls at the workplace and the need for different or additional controls. This includes evaluation of controls in subsections (c)(4), (c)(6), and (c)(7). District Administration and staff continually meet and consult with state and local agencies and other industry professionals to maintain up-to-date information.

SCHOOL SITE SAFETY TEAM:
Sites designate person(s) responsible for implementing the site-specific plan. These teams consist of a combination of staff members including but not limited to: Administrator, Head Custodian, School Nurse, Office Staff, Teacher(s), etc. By evaluating the interaction and activity in each location of campus, Site Safety Teams determine arrangements and modifications to be made to the campus.

(H) Periodic Inspections

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

Facilities shall periodically conduct workplace-specific evaluations as needed, to identify unhealthy conditions, work practices, and work procedures related to COVID-19 and to ensure compliance with our COVID-19 policies and procedures.

Employees and authorized employees’ representatives are encouraged to participate in the identification and evaluation of potential COVID-19 hazards by maintaining ongoing reciprocal verbal and written communication with administration.

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

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

The District implements the following procedures for seeking information from employees regarding COVID-19 cases and close contacts, COVID-19 test results, and onset of COVID-19 symptoms, and identifying and recording COVID-19 cases.

District staff (Human Resources and/or Health Services staff) verify COVID-19 case status and close contacts by phone. Staff, parents/caregivers, Public Health agencies, and testing labs provide information about test results. Staff and parents/caregivers provide information about the onset of COVID-19 symptoms. Human Resources and/or Health Services personnel identify by phone, track isolation and/or quarantine schedules for appropriate return-to-campus dates and keep confidential records of COVID-19 cases.
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(B) Response to a COVID-19 case in the workplace:

BUSD 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.

Note: See subsection (c)(10) for exclusion requirements for employees with COVID-19 exposure.

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 at the worksite during the high-risk exposure 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.

The notice shall include the disinfection plan required by Labor Code Section 6409.6(a)(4).

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 benefits described in subsections (c)(5)(B) and (c)(10)(C), upon request, with the following exceptions:
   a. Employees who were fully vaccinated before the close contact and do not have COVID-19 symptoms.
   b. COVID-19 cases who returned to work pursuant to subsection 3205(c)(10)(A) or(B) and have remained free of COVID-19 symptoms, for 90 days after the initial onset of COVID-19 symptoms or, for COVID-19 cases who never developed symptoms, for 90 days after the first positive test.

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.

(C) Confidentiality of Personal Identifying Information

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

EXCEPTION to subsection (c)(3)(C): Unredacted information on COVID-19 cases shall be provided to the local health department, CDPH, the Division, the National Institute for Occupational Safety and Health (NIOSH), or as otherwise required by law immediately upon request.
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(D) Confidentiality of Employee Medical Records

All Employee medical records are kept confidential and are not disclosed or reported without the employee's express written consent to any person within or outside the workplace.

EXCEPTION 1 to subsection (c)(3)(D): Unredacted medical records shall be provided to the local health department, CDPH, the Division, NIOSH, or as otherwise required by law immediately upon request.

EXCEPTION 2 to subsection (c)(3)(D): This provision does not apply to records that do not contain individually identifiable medical information or from which individually identifiable medical information has been removed.

(4) Correction of COVID-19 hazards.

The District is utilizing Injury and Illness Prevention Program (IIPP) policies and/or procedures for correcting unsafe or unhealthy conditions, work practices, policies and procedures in a timely manner based on the severity of the hazard. This includes, but is not limited to, implementing controls and/or policies and procedures in response to the evaluations conducted under subsections (c)(2) and (c)(3) and implementing the controls required by subsections (c)(6) and (c)(7).

It is the goal of the District’s Injury and Illness Prevention Program to prevent or reduce injuries, illnesses and loss of productivity in the workplace. In order to accomplish that goal, it is imperative that all employees support the District safety policy and comply with all federal, state and local laws, and ordinances pertaining to fire hazards, hazardous materials, accident prevention and working conditions. This plan is required by CAL-OSHA (California Occupational Safety Health Act) because of legislation (SB 198) effective July 1, 1991.

Referenced in the Injury and Illness Prevention program, Employees are required, as a condition of employment, to exercise due care in the course of their work to prevent injuries to themselves and to their fellow workers and to be mentally and physically alert to safety issues. To accomplish this goal, employees will:
1. Follow safe procedures and take an active part in protecting themselves, fellow workers and District property by reporting potential unsafe conditions to their supervisor or safety coordinator.
2. Keep work areas clean and orderly at all times and use all safeguards and safety equipment.
3. Wear safety protective devices as necessary or when instructed to do so.
4. Report injuries immediately and seek immediate medical attention when required.
5. Learn to lift and handle materials properly.
6. Cooperate and take part in the District Safety Program, workshops, training and safety meetings, etc., as appropriate.

Employees are to make every effort to correct hazards immediately within their control. Other hazards are to be reported immediately to the employee’s supervisor. Employees may also use the Employee Hazard Reporting Form in the IIPP binder to report hazards.

(5) Training and instruction.

The District has trained or offered opportunities for training, to all employees with instruction and/or additional information provided to employees including, but not limited to, the following:

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- BUSD's 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. This includes 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.
- The fact that COVID-19 is an infectious disease that can be spread through the air when an infectious person talks or vocalizes, sneezes, coughs, or exhales; that COVID19 may be transmitted when a person touches a contaminated object and then touches their eyes, nose, or mouth, although that is less common; and that an infectious person may have no symptoms.
- Methods of physical distancing of at least six feet and the importance of combining physical distancing with the wearing of face coverings, when applicable.
- 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.
- COVID-19 symptoms, and the importance of not coming to work and obtaining a COVID-19 test if the employee has COVID-19 symptoms.

(6) Face coverings.

(A) For all employees who are not fully vaccinated, the District will provide face coverings and ensure that they are worn when indoors or in vehicles. Same rules apply to all workers on a site, including volunteers.

(B) Employers shall provide face coverings and ensure they are worn by employees when required by orders from the CDPH. Same rules apply to all workers on a site, including volunteers.

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

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

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

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

(F) Any employee not wearing a face covering, pursuant to the exceptions in subsections (c)(6)(D)4. or 5., and not wearing a non-restrictive alternative when allowed by subsection (c)(6)(E), shall be at least six feet apart from, all other persons unless the unmasked employee is either fully vaccinated or tested at least weekly for COVID-19 during paid time and at no cost to the employee. The District may not use the provisions of subsection (c)(6)(F) as an alternative to face coverings when face coverings are otherwise required by this section.

(G) The District will not prevent any employee from wearing a face covering when not required by this section, unless it would create a safety hazard, such as interfering with the safe operation of equipment.

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

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

The District communicates COVID-19 policies, procedures, and face covering information:

- in the COVID-19 Prevention Program plan, posted online as of 2/1/21
- in the COVID-19 Prevention Program plan, available upon request at each site
- in meetings attended by staff and community
- via email to staff and parents/caregivers
- via text messages to staff and parents/caregivers
- with posted signage at all sites; and
- on the COVID-19 Dashboard

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

(A) For buildings with mechanical or natural ventilation, or both, the District maximized the quantity of outside air provided to the extent feasible, except when the United States Environmental Protection Agency (EPA) Air Quality Index is greater than 100 for any pollutant or if opening windows or maximizing outdoor air by other means would cause a hazard to employees, for instance from excessive heat or cold.

(B) The District has implemented cleaning and disinfecting procedures, which require:
   1. Identifying and regularly cleaning frequently touched surfaces and objects, such as doorknobs, elevator buttons, equipment, tools, handrails, handles, controls, phones, headsets, bathroom surfaces, and steering wheels. The District will inform employees and authorized employee
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representatives of cleaning and disinfection protocols, including the planned frequency and scope of cleaning and disinfection.

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

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

(A) Handwashing Facilities

To protect employees from COVID-19 hazards, BUSD 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.

(B) Personal protective equipment.

1. The District evaluates the need for personal protective equipment (PPE) to prevent exposure to COVID-19 hazards, such as face coverings and face shields, and provide such personal protective equipment as needed.

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

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

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

NOTE: Examples of work covered by subsection (C)(7)(d)4. include, but are not limited to, certain dental procedures and outpatient medical specialties not covered by section 5199.

(8) Reporting, recordkeeping, and access.

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

2. The District will maintain records of the steps taken to implement the written COVID-19 Prevention Program in accordance with section 3203(b).
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3. The written COVID-19 Prevention Program shall be made available at the workplace to employees, authorized employee representatives, and to representatives of the Division immediately upon request.

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

5. The District posts COVID-19 case information on the dashboard webpage.

(9) Exclusion of COVID-19 cases.

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

(A) COVID-19 Cases
The District will ensure that COVID-19 cases are excluded from the workplace until the return to work requirements in subsection (c)(10) are met.

(B) COVID-19 Exposure Cases
Employers shall exclude from the workplace employees who had a close contact until the return to work requirements of subsection (c)(10) are met, with the following exceptions:

1. Employees who were fully vaccinated before the close contact and who do not develop COVID-19 symptoms; and

2. COVID-19 cases who returned to work pursuant to subsection (c)(10)(A) or (B) and have remained free of COVID-19 symptoms, for 90 days after the initial onset of COVID-19 symptoms or, for COVID-19 cases who never developed COVID-19 symptoms, for 90 days after the first positive test.

(C) Earnings & Benefits while excluded

For employees excluded from work and otherwise able and available to work, the employee shall telework and BUSD will continue to maintain the employee’s earnings, seniority, and all other employee rights and benefits, including the employee’s right to their former job status, as if the employee had not been removed from their job.

BUSD may use employer-provided employee sick leave benefits for this purpose and consider benefit payments from public sources in determining how to maintain earnings, rights and benefits, where permitted by law and when not covered by workers’ compensation. Wages due under this subsection are subject to existing wage payment obligations and must be paid at the employee’s regular rate of pay no later than the regular pay day for the pay period(s) in which the employee is excluded. Unpaid wages owed under this subsection are subject to enforcement through procedures available in existing law. If an employer determines that one of the exceptions below applies, it shall inform the employee of the denial and the applicable exception.
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EXCEPTION 1: Subsection (c)(10)(C) does not apply to any period of time during which the employee is unable to work for reasons other than protecting persons at the workplace from possible COVID-19 transmission.

EXCEPTION 2: Subsection (c)(10)(C) does not apply where the employer demonstrates that the COVID-19 exposure is not work related.

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

(E) Information on Benefits & Leaves

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

EXCEPTION to subsection (c)(10): Employees who have not been excluded or isolated by the local health department need not be excluded by the employer, if they are temporarily reassigned to work where they do not have contact with other persons until the return to work requirements of subsection (c)(11) are met.

(11) Return to work criteria.

(A) COVID-19 cases with COVID-19 symptoms shall not return to work until:
   1. At least 24 hours have passed since a fever of 100.4 degrees Fahrenheit or higher has resolved without the use of fever-reducing medications; and
   2. COVID-19 symptoms have improved; and
   3. At least 10 days have passed since COVID-19 symptoms first appeared.

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

(C) Once a COVID-19 case has met the requirements of subsection (c)(9)(A) or (B), as applicable, a negative COVID-19 test shall not be required for an employee to return to work.

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

   1. Persons who had a close contact but never developed any COVID-19 symptoms may return to work when 10 days have passed since the last known close contact.
   2. Persons who had a close contact and developed any COVID-19 symptom cannot return to work until the requirements of subsection (c)(9)(A) have been met, unless all of the following are true:
      a. The person tested negative for COVID-19; and
      b. At least 7 days have passed since the last known close contact; and
      c. The person has been symptom-free for at least 24 hours, without using fever-reducing medications.

(E) If an order to isolate, quarantine, or exclude an employee is issued by a local or state health official, the employee shall not return to work until the period of isolation or quarantine is completed or the order is lifted. If no period was specified, then the period shall be in accordance...
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with the return to work periods in subsection (c)(9)(A), (c)(9)(B), or (c)(9)(D), as applicable.

(F) If no violations of local or state health officer orders for isolation, quarantine, or exclusion would result, the Division may, upon request, allow employees to return to work on the basis that the removal of an employee would create undue risk to a community’s health and safety. In such cases, the District will develop, implement, and maintain effective control measures to prevent transmission in the workplace including providing isolation for the employee at the workplace and, if isolation is not feasible, the use of respirators in the workplace.

Note: BUSD recognizes that Return to Work guidance regularly changes and will implement the current CDPH/Local Health Department Return to Work Criteria at the time the COVID-19 case arises for both vaccinated and unvaccinated employees.

Note: Authority cited: Section 142.3, Labor Code. Reference: Sections 142.3, 144.6, and 649.6, Labor Code.

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

(a) Scope.

(1) This section applies to a place of employment covered by BUSD COVID-19 Prevention Program if:
- The exposed workplace has been identified by a local health department as the location of a COVID-19 outbreak or,
- When there are three or more employee COVID-19 cases in an exposed workplace within a 14-day period.

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

(b) COVID-19 testing.

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

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

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

(C) For COVID-19 cases who did not develop COVID-19 symptoms after returning to work pursuant to subsections 3205(c)(9)(A) or (B), no testing is required for 90 days after the initial onset of COVID-19 symptoms or, for COVID-19 cases who never developed symptoms, 90 days after the first positive test.
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(2) COVID-19 testing shall consist of the following:

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

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

(c) District will make additional testing available at no cost to employees, during employees’ paid time when deemed necessary by the Division through the Issuance of Order to Take Special Action, in accordance with title 8, section 332.3 and shall continue to comply with all applicable provisions of section 3205.

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

In addition to the requirements of (d) above, BUSD will immediately perform a review of potentially relevant COVID-19 policies, procedures, and controls and implement changes as needed to prevent further spread of COVID-19. The investigation and review shall be documented and include:

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

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

(3) BUSD will implement changes to reduce the transmission of COVID-19 based on the investigation and review required by our COVID-19 Prevention Program. BUSD will consider moving indoor tasks outdoors or having them performed remotely, increasing outdoor air supply when work is done indoors, improving air filtration, increasing physical distancing as much as possible, respiratory protection, and other applicable controls.

(f) Notifications to the local health department.

(1) BUSD will contact the local health department immediately but no longer than 48 hours after the employer knows, or with diligent inquiry would have known, of three or more employee COVID-19 cases for guidance on preventing the further spread of COVID-19 within the workplace.

(2) BUSD 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
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department. BUSD will continue to give notice to the local health department of any subsequent COVID-19 cases at the workplace.

(4) Effective January 1, 2021, BUSD will provide all information to the local health department required by Labor Code section 6409.6.

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

§ 3205.2. Major COVID-19 Outbreaks.

(a) Scope.

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

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

(b) COVID-19 testing.

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

(c) Respirators and partitions

In addition to the requirements of sections 3205 and 3205.1, the District will take the following actions:

(1) The employer shall provide a respirator for voluntary use in compliance with subsection5144(c)(2) to employees in the exposed group and shall determine the need for a respiratory protection program or changes to an existing respiratory protection program under section 5144 to address COVID-19 hazards.

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

Employers
- https://covid19.ca.gov/safely-reopening/
- https://www.cdph.ca.gov/Programs/CID/DCDC/Pages/COVID-19/EmployeesAndWorkplaces.aspx

K-12 Education
- https://covid19.ca.gov/education/#k-12-guidance
- Safe Schools for All Hub
- https://schools.covid19.ca.gov/ frequently asked questions coming soon

Sports and Childcare
- California Interscholastic Federation statement (CIF) for information about seasonal sports
  https://cifstate.org/covid-19/index
- https://www.cdph.ca.gov/Programs/CID/DCDC/Pages/COVID-19/Child-Care-Guidance.aspx

Face Coverings
- Guidance for the Use of Face Coverings (CDPH)
- Face coverings, masks, and respirators (covid19.ca.gov) – Information & Overview
- Face coverings, masks & respirators (DIR)- Handout
- Use of Cloth Face Coverings to Help Slow the Spread of COVID-19 (CDC) – CDC Recommendations
- Voluntary use of N95 masks (DIR)- Cal/OSHA

Testing & Vaccination
- https://covid19.ca.gov/get-tested/
- https://covid19.ca.gov/vaccines/

State webpage and data
- https://covid19.ca.gov/
- https://covid19.ca.gov/state-dashboard/
COVID-19 Guidance for K-12 Schools

2021-22 School Year

Name of Local Educational Agency or Equivalent: Buckeye Union School District
Number of schools: 9
Enrollment: 4350
Superintendent (or equivalent) Name: Dr. David Roth
Address: 5049 Robert J. Mathews Parkway, El Dorado Hills, California
County: El Dorado
Type of LEA: TK-8th Public School District
Phone Number: 916-985-2183 (Ext. 1027)
Email: jmchaney@buckeyeusd.org

Grade Level (check all that apply)
☑ TK ☐ 2nd ☐ 5th ☐ 8th ☐ 11th ☐ K ☐ 3rd ☐ 6th ☐ 9th ☐ 12th ☐ 1st ☐ 4th ☐ 7th ☐ 10th

The California Department of Public Health (CDPH) recommends that all local educational agencies (LEAs) post a safety plan, communicating the safety measures in place for 2021-22, on the LEA’s website and at schools, and disseminate to families in advance of the start of the school year.

The COVID-19 Safety Plan (CSP) consists of two elements: the COVID-19 Prevention Program (CPP), pursuant to Cal/OSHA requirements, and this CDPH COVID-19 Guidance for K-12 Schools with accompanying documents.
Safety Measures for K-12 Schools

Masks/Face Coverings guidance applies to all settings within the District and includes:

- Masks are optional outdoors for all K-12 school settings.
- K-12 students are required to mask indoors, with exemptions per CDPH face mask guidance. Adults in K-12 school settings are required to mask when sharing indoor spaces with students.
- Persons exempted from wearing a face covering due to a medical condition, must wear a nonrestrictive alternative, such as a face shield with a drape on the bottom edge, as long as their condition permits it.
- The District has developed and implements protocols to provide a face covering to students who inadvertently fail to bring a face covering to school to prevent unnecessary exclusions.
- Consistent with guidance from the 2020-21 school year, the District has developed and implements local protocols to enforce the mask requirements.
- Additionally, the District offers alternative educational opportunities for students who are excluded from campus because they will not wear a face covering. Pursuant to the requirements in AB 130, the District offers independent study programs for the 2021-22 school year.
- Continued reminders to students and staff:
  - teaching and reinforcing use of face coverings, or in limited instances, face shields with drapes
  - not to touch the face covering and to wash their hands frequently
  - providing information to all staff and families in the school community on proper use, removal, and washing of cloth face coverings
  - appropriate time to remove a face covering or face shield while indoors only for meals, snacks, naptime, or when it needs to be replaced.
- Applying face covering policies on school buses and any vehicle affiliated with the District used to transport students, staff, or teachers to and/or from a school site
- 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 in accordance with the second point above when sharing indoor spaces with students.

Physical Distancing

Recent evidence indicates that in-person instruction can occur safely without minimum physical distancing requirements when other mitigation strategies (e.g., masking) are implemented. This is consistent with CDC K-12 School Guidance.

Ventilation


Recommendations for staying home when sick and getting tested

a. The District follows the strategy for Staying Home when Sick and Getting Tested from the CDC.
b. Getting tested for COVID-19 when symptoms are consistent with COVID-19 will help with rapid contact tracing and prevent possible spread at schools.

c. Staff members and students with symptoms of COVID-19 infection are not to return for in-person instruction until they have met CDPH criteria to return to school for those with symptoms:

i. At least 24 hours have passed since resolution of fever without the use of fever-reducing medications; and

ii. Other symptoms have improved; and

iii. They have a negative test for SARS-CoV-2, OR a healthcare provider has provided documentation that the symptoms are typical of their underlying chronic condition (e.g., allergies or asthma) OR a healthcare provider has confirmed an alternative named diagnosis (e.g., Streptococcal pharyngitis, Coxsackie virus), OR at least 10 days have passed since symptom onset.

Screening testing recommendations

In addition to recommendations for symptomatic and response testing, the District recommends asymptomatic testing in accordance with Public Health recommendations. The District operates the State testing program at all of its school sites and also informs staff and families on how they can obtain asymptomatic surveillance testing at County Public Health locations. For Staff, see in Part 1: Cal/OSHA COVID-19 Prevention Program (CPP) for information about the COVID-19 testing policies, availability, and resources. Staff have access to no-cost testing during their working hours (schedule arranged with Supervisor).

Case reporting, contact tracing, and investigation

Per AB 86 (2021) and California Code Title 17, section 2500, the District is required to report COVID-19 cases to the local public health department. The District has a COVID-19 liaison to assist the local health department with contact tracing and investigation.

Quarantine for vaccinated close contacts

For those who are vaccinated, the District follows the CDPH Fully Vaccinated People Guidance regarding quarantine.

Quarantine for unvaccinated students for exposures when both parties were wearing a mask as required in indoor K-12 settings

When both parties were wearing a mask in the indoor classroom setting, unvaccinated students who are close contacts (more than 15 minutes over a 24-hour period within 0-6 feet indoors) may undergo a modified 10-day quarantine as follows. They may continue to attend school for in-person instruction if they:

i. Are asymptomatic;

ii. Continue to appropriately mask, as required;

iii. Undergo at least twice weekly testing during the 10-day quarantine; and

iv. Continue to quarantine for all extracurricular activities at school, including sports, and activities within the community setting.
Quarantine for unvaccinated close contacts who were not wearing masks or for whom the infected individual was not wearing a mask during the indoor exposure

For these contacts, those who remain asymptomatic, meaning they have NOT had any symptoms, may discontinue self-quarantine under the following conditions:

i. Quarantine can end after Day 10 from the date of last exposure without testing; OR
ii. Quarantine can end after Day 7 if a diagnostic specimen is collected after Day 5 from the date of last exposure and tests negative.

Asymptomatic close contacts must:

i. Continue daily self-monitoring for symptoms through Day 14 from last known exposure; AND
ii. Follow all recommended non-pharmaceutical interventions (e.g., wearing a mask when around others, hand washing, avoiding crowds) through Day 14 from last known exposure.

If any symptoms develop during this 14-day period, the exposed person must immediately isolate, get tested and contact their healthcare provider with any questions regarding their care.

Isolation

For both vaccinated and unvaccinated persons, follow the CDPH Isolation Guidance for those diagnosed with COVID-19.

Hand Hygiene

The District:

- teaches and reinforces washing hands, avoiding contact with one’s eyes, nose, and mouth, and covering coughs and sneezes among students and staff.
- promotes hand washing throughout the day, especially before and after eating, after using the toilet, and after handling garbage, or removing gloves.
- ensures adequate supplies to support healthy hygiene behaviors, including soap, tissues, no-touch trash cans, face coverings, and hand sanitizers with at least 60 percent ethyl alcohol for staff and children who can safely use hand sanitizer.

Cleaning

CDPH states that, in general, cleaning once a day is usually enough to sufficiently remove potential virus that may be on surfaces. Disinfecting (using disinfectants on the U.S. Environmental Protection Agency COVID-19 list) removes any remaining germs on surfaces, which further reduces any risk of spreading infection.

- If a facility has had a sick person with COVID-19 within the last 24 hours, the District will clean AND disinfect the spaces occupied by that person during that time.

Food Service

The District:

- will maximize physical distance as much as possible while eating (especially indoors) and will
arrange for eating outdoors as much as feasible.

- cleans frequently touched surfaces. Surfaces that come in contact with food will be washed, rinsed, and sanitized before and after meals.

Given very low risk of transmission from surfaces and shared objects, there is no need to limit food service approaches to single use items and packaged meals.

**Vaccination verification**

The District maintains any record of vaccination as confidential medical records.

For staff: As explained by the [Department of Fair Employment and Housing, Employment-Information-on-COVID-19-FAQ ENG.pdf](#) because the reasons that any given employee or applicant is not vaccinated may or may not be related to disability or religious creed, simply asking employees or applicants for proof of vaccination is not a disability-related inquiry, religious creed-related inquiry, or a medical examination, employers may wish to instruct their employees or applicants to omit any medical information from such documentation.

- Acceptable options for proof of vaccination include:
  - Employees/students provide proof of vaccination (vaccine card, image of vaccine card or health care document showing vaccination status) and the District maintains a copy.
  - Employees/students provide proof of vaccination. The District maintains a record of the employees who presented proof, but not the vaccine record itself.

**Additional considerations or other populations**

1. Disabilities or other health care needs- When implementing this guidance, the District will:

   - carefully consider how to address the legal requirements related to provision of a free appropriate public education and requirements to reasonably accommodate disabilities, which continue to apply.
   - refer to the CDC K-12 guidance section on “Disabilities or other health care needs” for additional recommendations.

2. Visitor recommendations- the District will:

   - review their rules for visitors and family engagement activities.
   - require all visitors, volunteers, and any other individuals conducting activities involving external groups or organizations with people to either be; fully vaccinated or submit to testing.
   - limit access for direct service providers but can ensure compliance with school visitor policies.
   - continue to emphasize the importance of staying home when sick. Anyone, including visitors, who have symptoms of infectious illness, such as flu or COVID-19, should stay home and seek testing and care.
Continued Strategies

Screening for symptoms: All entering District property are to self-screen daily prior to arrival on a campus or worksite. Signs indicating no entry for those who are experiencing symptoms are posted at sites. The self-screening guidance applies to all settings within the District. The District

- provides a list of screening questions for daily review at home
- actively encourages staff and students who are sick or who have recently had close contact with a person with COVID-19 to stay home
- maintains policies that encourage sick staff and students to stay at home without fear of reprisal, and ensure staff, students, and students’ families are aware of these policies
- will identify an isolation room or area to separate anyone who exhibits 1 or more symptoms of COVID-19 while at school
- will follow public health guidelines regarding isolating students or staff exhibiting symptoms of COVID-19 at school (fever of 100.4 degrees or higher, cough, difficulty breathing, or other COVID-19 symptoms) immediately in a private area until they can leave school or be picked up by a parent or guardian. Ill students and staff will be recommended to be tested for COVID-19 as soon as possible.
- instruct Staff who observe students exhibiting signs or symptoms of COVID-19 to coordinate with the front office to support students who are less able to self-monitor or less likely to self-report.

Identification and Tracing of Contacts: The District handles contact tracing, maintenance and submission of information to the local health department, and notification of exposed persons as described in Part 1: Cal/OSHA COVID-19 Prevention Program (CPP). School sites and local public health contact the District personnel listed here.

**COVID-19 Case Management Contact Information**

| Human Resources | Jackie McHaney | 916-985-2183 (Ext. 1027) | jmchaney@buckeyeusd.org |
| Health Services  | Tristan Kleinknight | 530-677-1658 | tkleinknight@buckeyeusd.org |

Transportation: The District includes provisions for:

- opening windows on school buses when transporting students, as feasible
- Adhering to face covering/masks guidelines on buses

Staff Training and Family Education: The District communicates COVID-19 policies, procedures, and hazard information:

The District communicates COVID-19 policies, procedures, and hazard information:

- in the COVID-19 Safety Plan (CSP), posted online as of 2/1/21
- in the COVID-19 Safety Plan (CSP), available upon request at each site
- in staff training and/or meetings
• in meetings attended by staff and community
• via text messages to staff and parents/caregivers, as appropriate
• with posted signage at all sites
• COVID-related messages archived on the District website
• with informational videos
• translated documents
• on the COVID-19 Dashboard

Identification and Reporting of Cases: At all times, reporting of confirmed positive and suspected cases in students and staff will be consistent with reporting requirements.

District staff (Human Resources and/or Health Services staff) verify COVID-19 case status by phone. The District handles:
• contact tracing
• maintenance and submission of information to the local health department
• Exclusion of positive cases and persons exposed to positive cases
• notification of exposed persons

Communication Plans: The Superintendent or designee communicates with students, staff, and parents about cases and exposures at the school, consistent with privacy requirements such as FERPA and HIPAA.

To ensure our community is provided with the most recent and accurate information, the updated number of verified COVID-19 positive cases and numbers of students and staff on quarantine will be published on the District COVID-19 Dashboard. Verified cases are individuals with a lab-confirmed positive test.

Important Note: the District does not wait to notify close contacts upon an initial report of a positive case. However, official verification is confirmed before listing the case on this dashboard. This could result in a delay of cases appearing on this dashboard or a discrepancy between the number of notifications received and the actual number of verified cases.

**Some classes may be quarantined as a precautionary measure while waiting for official verification**

Any unvaccinated staff or student with on-site presence is asked to quarantine if they live with, or have come into close contact with, a COVID positive individual.

NOTE: Individuals who are COVID positive (person A) are in isolation, not on campus or site, and not double-counted as a quarantined individual.

It is also important to note that:

• All reported numbers on the Dashboard are current as of Wednesday of each week
• Following the weekly Wednesday numbers report, subsequently reported numbers will be included in the upcoming week's update.

Numbers reported will include only staff and students who have had a presence at a District school or worksite. Positive cases for students and staff who are 100% virtual will not be included in the Dashboard.
The District communicates COVID-19 policies, procedures, and hazard information:

- in the COVID-19 Safety Plan (CSP), posted online as of 2/1/21
- in the COVID-19 Safety Plan (CSP), available upon request at each site
- in staff training and/or meetings
- in meetings attended by staff and community
- via text messages to staff and parents/caregivers
- with posted signage at all sites
- COVID-related messages archived on the District website
- with informational videos
- translated documents
- on the COVID-19 Dashboard
- via Social Media posts
Covered Employees in the public or private sectors who work for employers with more than 25 employees are entitled to up to 80 hours of COVID-19 related sick leave from January 1, 2021 through September 30, 2021, immediately upon an oral or written request to their employer. If an employee took leave for the reasons below prior to March 29, 2021, the employee should make an oral or written request to the employer for payment.

A covered employee may take leave if the employee is unable to work or telework for any of the following reasons:

- Caring for Yourself: The employee is subject to quarantine or isolation period related to COVID-19 as defined by an order or guidelines of the California Department of Public Health, the federal Centers for Disease Control and Prevention, or a local health officer with jurisdiction over the workplace, has been advised by a healthcare provider to quarantine, or is experiencing COVID-19 symptoms and seeking a medical diagnosis.
- Caring for a Family Member: The covered employee is caring for a family member who is subject to a COVID-19 quarantine or isolation period or has been advised by a healthcare provider to quarantine due to COVID-19, or is caring for a child whose school or place of care is closed or unavailable due to COVID-19 on the premises.
- Vaccine-Related: The covered employee is attending a vaccine appointment or cannot work or telework due to vaccine-related symptoms.

Paid Leave for Covered Employees

- 80 hours for those considered full-time employees. Full-time firefighters may be entitled to more than 80 hours, caps below apply.
  - For part-time employees with a regular weekly schedule, the number of hours the employee is normally scheduled to work over two weeks.
  - For part-time employees with variable schedules, 14 times the average number of hours worked per day over the past 6 months.
- Rate of Pay for COVID-19 Supplemental Paid Sick Leave: Non-exempt employees must be paid the highest of the following for each hour of leave:
  - Regular rate of pay for the workweek in which leave is taken
  - State minimum wage
  - Local minimum wage
  - Average hourly pay for preceding 90 days (not including overtime pay)
- Exempt employees must be paid the same rate of pay as wages calculated for other paid leave time.

Not to exceed $511 per day and $5,110 in total for 2021 COVID-19 Supplemental Paid Sick leave.

Retaliation or discrimination against a covered employee requesting or using COVID-19 supplemental paid sick leave is strictly prohibited. A covered employee who experiences such retaliation or discrimination can file a claim with the Labor Commissioner’s Office. Locate the office by looking at the list of offices on our website (http://www.dir.ca.gov/dlse/DistrictOffices.htm) using the alphabetical listing of cities, locations, and communities or by calling 1-833-526-4636.

This poster must be displayed where employees can easily read it. If employees do not frequent a physical workplace, it may be disseminated to employees electronically.

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June 9, 2021

TO: All Californians

SUBJECT: Guidance for the Use of Face Coverings

⚠️ Note: New Face Coverings guidance will go into effect on June 15, 2021.

Related Materials: Face Coverings Fact sheet (PDF) | Face Mask Tips and Resources | Face Shields Q&A (PDF) | All Guidance | More Languages

Guidance for the Use of Face Coverings

Note: The following guidance is in effect through June 14, 2021. See also guidance that will take effect on June 15, 2021.

Background

The risk for COVID-19 exposure and infection will continue to remain until we reach community immunity from vaccinations. Since the start of the pandemic, we have learned a lot about COVID-19 transmission: a large proportion of people who are infected do not have symptoms (asymptomatic or pre-symptomatic) but play an important part in community spread, and the virus is transmitted through the air and concentrates indoors. The use of face coverings by everyone can limit the release of infected droplets when talking, coughing, sneezing, singing, exercising, shouting, or other forms of increased respiration, and reinforce physical distancing by signaling the need to remain apart. A well-fitting face covering can also provide the wearer some protection from COVID-19.

The purpose of this guidance is to provide information about when face coverings are required for members of the general public. It does not substitute for existing guidance about physical distancing and hand hygiene. In the workplace, employers subject to the Cal/OSHA COVID-19 Emergency Temporary Standards (ETS), must ensure that all workers are provided and properly wear face coverings as required by the ETS.

For more information on face mask types, fit, and filtration, refer to the CDPH Face Mask Tips and Resources.
Guidance

1. For **fully vaccinated** persons, face coverings are not required outdoors except when attending crowded outdoor events, such as live performances, parades, fairs, festivals, sports events, or other similar settings.
2. For **unvaccinated** persons, face coverings are **required** outdoors *any time physical distancing cannot be maintained*, including when attending crowded outdoor events, such as live performances, parades, fairs, festivals, sports events, or other similar settings.
3. In indoor settings outside of one's home, including public transportation, face coverings continue to be **required** regardless of vaccination status, except as outlined below.
4. As defined in the CDPH Fully Vaccinated Persons Guidance, fully vaccinated people can*:
   - Visit, without wearing masks or physical distancing, with other fully vaccinated people in indoor or outdoor settings; and
   - Visit, without wearing masks or physical distancing, with unvaccinated people (including children) from a single household who are at low risk for severe COVID-19 disease in indoor and outdoor settings
5. Exemptions:
   - The following specific **settings** are exempt from face covering requirements:
     - Persons in a car alone or solely with members of their own household,
     - Persons who are working alone in a closed office or room,
     - Persons who are obtaining a medical or cosmetic service involving the nose or face for which temporary removal of the face covering is necessary to perform the service,
     - Workers who wear respiratory protection, or
     - Persons who are specifically exempted from wearing face coverings by other CDPH guidance.
   - The following **individuals** are exempt from wearing face coverings at all times:
     - Persons younger than two years old. Very young children must not wear a face covering because of the risk of suffocation.
     - Persons with a medical condition, mental health condition, or disability that prevents wearing a face covering. This includes persons with a medical condition for whom wearing a face covering could obstruct breathing or who are unconscious, incapacitated, or otherwise unable to remove a face covering without assistance. *
     - Persons who are hearing impaired, or communicating with a person who is hearing impaired, where the ability to see the mouth is essential for communication.
     - Persons for whom wearing a face covering would create a risk to the person related to their work, as determined by local, state, or federal regulators or workplace safety guidelines.

*Note: Persons exempted from wearing a face covering due to a medical condition who are employed in a job involving regular contact with others 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.

Guidance for the Use of Face Coverings (Takes Effect June 15, 2021)

**Note:** This guidance takes effect on June 15, 2021 and will supersede all prior face coverings guidance.

Background

The COVID-19 vaccines are effective in preventing infection, disease, and spread. Unvaccinated persons are more likely to get infected and spread the virus which is transmitted through the air and concentrates indoors. About 15% of our population remains without the option for vaccination (children under 12 years old are not yet eligible) and risk for COVID-19 exposure and infection will remain until we reach full community immunity.
The purpose of this guidance is to align with CDC recommendations and provide information about higher risk settings where masks are required or recommended to prevent transmission to persons with higher risk of infection (e.g., unvaccinated or immunocompromised persons), to persons with prolonged, cumulative exposures (e.g., workers), or to persons whose vaccination status is unknown. When people who are not fully vaccinated wear a mask correctly, they protect others as well as themselves. Consistent and correct mask use by people who are not fully vaccinated is especially important indoors.

In workplaces, employers are subject to the Cal/OSHA COVID-19 Emergency Temporary Standards (ETS) or in some workplaces the Cal/OSHA Aerosol Transmissible Diseases Standard, and should consult those regulations for additional applicable requirements.

**Guidance for Individuals**

Masks are not required for fully vaccinated individuals, except in the following settings where masks are required for everyone, regardless of vaccination status:

- On public transit[1] (examples: airplanes, ships, ferries, trains, subways, buses, taxis, and ride-shares) and in transportation hubs (examples: airport, bus terminal, marina, train station, seaport or other port, subway station, or any other area that provides transportation)

- Indoors in K-12 schools[2], childcare[3] and other youth settings.
  - Note: This may change as updated K-12 schools guidance is forthcoming, pending updates for K-12 operational guidance from the CDC.

- Healthcare settings[4] (including long term care facilities[5])

- State and local correctional facilities and detention centers[6]

- Homeless shelters[7], emergency shelters[8] and cooling centers[9]

Additionally, masks are required** for unvaccinated individuals in indoor public settings and businesses (examples: retail, restaurants, theaters, family entertainment centers, meetings, state and local government offices serving the public).

For additional information, individuals should refer to CDC Recommendations for Safer Activities (see CDPH Masking Guidance Frequently Asked Questions for more information).

**Guidance for Businesses, Venue Operators or Hosts**

In settings where masks are required only for unvaccinated individuals, businesses, venue operators or hosts may choose to:

- Provide information to all patrons, guests and attendees regarding vaccination requirements and allow vaccinated individuals to self-attest that they are in compliance prior to entry.

- Implement vaccine verification to determine whether individuals are required to wear a mask.

- Require all patrons to wear masks.

No person can be prevented from wearing a mask as a condition of participation in an activity or entry into a business.

**Exemptions to masks requirements**

The following individuals are exempt from wearing masks at all times:
• Persons younger than two years old. Very young children must not wear a mask because of the risk of suffocation.

• Persons with a medical condition, mental health condition, or disability that prevents wearing a mask. This includes persons with a medical condition for whom wearing a mask could obstruct breathing or who are unconscious, incapacitated, or otherwise unable to remove a mask without assistance.

• Persons who are hearing impaired, or communicating with a person who is hearing impaired, where the ability to see the mouth is essential for communication.

• Persons for whom wearing a mask would create a risk to the person related to their work, as determined by local, state, or federal regulators or workplace safety guidelines.

[1] CDC Requirement for Face Masks on Public Transportation Conveyances and at Transportation Hubs
[2] CDC Operational Strategy for K-12 Schools through Phased Prevention
[3] CDC Guidance for Operating Child Care Programs during COVID-19
[5] CDC Interim Infection Prevention and Control Recommendations to Prevent SARS-CoV-2 Spread in Nursing Homes
[8] CDC Interim Guidance for General Population Disaster Shelters During the COVID-19 Pandemic
[9] CDC Interim guidance to reduce the risk of introducing and transmitting SARS-CoV-2 in cooling centers.

California Department of Public Health
PO Box, 997377, MS 0500, Sacramento, CA 95899-7377
Department Website (cdph.ca.gov)
How to Store and Wash Masks

Updated Oct. 26, 2020

Store your cloth mask properly and wash it regularly to keep it clean. Consider having more than one mask on hand so that you can easily replace a dirty mask with a clean one. Make sure to remove your mask correctly and wash your hands after touching a used mask.

Store your mask

Store wet or dirty masks in a plastic bag

If your mask is wet or dirty from sweat, saliva, make-up, or other liquids or substances, keep it in a sealed plastic bag until you can wash it. Wash wet or dirty masks as soon as possible to prevent them from becoming moldy. Wet masks can be hard to breathe through and are less effective than dry masks.

Store masks that are not wet or dirty in a paper bag

You can store your mask temporarily to reuse later. Remove your mask correctly and wash your hands after touching a used mask. Keep it in a dry, breathable bag (like a paper or mesh fabric bag) to keep it clean between uses. When reusing your mask, keep the same side facing out.

If you are taking off your mask to eat or drink outside of your home, you can place it somewhere safe to keep it clean, such as your pocket, purse, or paper bag. Make sure to wash or sanitize your hands after removing your mask. After eating, put the mask back on with the same side facing out. Be sure to wash or sanitize your hands again after putting your mask back on.

Wash your mask

Wash your cloth mask whenever it gets dirty or at least daily. If you have a disposable face mask, throw it away after wearing it once.

Using a washing machine

- Include your mask with your regular laundry.
- Use regular laundry detergent and the appropriate settings according to the fabric label.
By hand

- Wash your mask with tap water and laundry detergent or soap.
- Rinse thoroughly with clean water to remove detergent or soap.

Dry your mask

Dryer

- Dry your mask completely in a warm or hot dryer

Air dry

- Hang your mask in direct sunlight to dry completely. If you cannot hang it in direct sunlight, hang or lay it flat and let it dry completely.

More Information

Considerations for Wearing Masks

How to Wear Your Mask

How to Wash Your Mask

How to Make Your Own Mask Video

ASL Video Series: Easy DIY Mask

How to Make Your Own Mask Video (Spanish)
Symptoms of Coronavirus (COVID-19)

Know the symptoms of COVID-19, which can include the following:

- Cough, shortness of breath or difficulty breathing
- Fever or chills
- Muscle or body aches
- Vomiting or diarrhea
- New loss of taste or smell

Symptoms can range from mild to severe illness, and appear 2–14 days after you are exposed to the virus that causes COVID-19.

Seek medical care immediately if someone has
Emergency Warning Signs of COVID-19

- Trouble breathing
- Persistent pain or pressure in the chest
- New confusion
- Inability to wake or stay awake
- Pale, gray, or blue-colored skin, lips, or nail beds, depending on skin tone

This list is not all possible symptoms. Please call your healthcare provider for any other symptoms that are severe or concerning to you.

cdc.gov/coronavirus
Stop the spread of germs that can make you and others sick!

- **Wash your hands often**
- **Wear a mask**
- **Cover your coughs and sneezes**
- **Keep 6 feet of space between you and your friends**

[cdc.gov/coronavirus]
Stop the Spread of Germs

Help prevent the spread of respiratory diseases like COVID-19.

- Stay at least 6 feet (about 2 arms' length) from other people.
- Cover your cough or sneeze with a tissue, then throw the tissue in the trash and wash your hands.
- When in public, wear a cloth face covering over your nose and mouth.
- Do not touch your eyes, nose, and mouth.
- Clean and disinfect frequently touched objects and surfaces.
- Stay home when you are sick, except to get medical care.
- Wash your hands often with soap and water for at least 20 seconds.

cdc.gov/coronavirus