



Paradise Unified School District

2022 - 2023

COVID Prevention Plan (CPP)

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COVID-19 Prevention Program for Paradise Unified School District

COVID-19 PANDEMIC

The novel coronavirus, SARS-CoV-2, causes a viral respiratory illness called COVID-19, which can make people sick with flu-like and other symptoms. The [virus spreads](#) easily when an infected person sneezes, coughs, or speaks, sending tiny droplets into the air. These droplets can land in the nose, mouth, or eyes of someone nearby and cause illness. COVID-19 can also be contracted from airborne virus, when small particles of infectious virus remain suspended in the air and people inhale them.

Some of the [symptoms](#) of COVID-19 are cough, fever, shortness of breath, and new loss of taste or smell. Some people with mild cases may have no symptoms at all yet still can spread the virus. Avoiding crowded indoor spaces, improving indoor ventilation, staying at least six feet away from people outside of your household, covering your nose and mouth with a face covering, and washing hands often with soap and water can help stop COVID-19 from spreading in the workplace.

COVID-19 PREVENTION PROGRAM

Paradise Unified School District is committed to protecting our employees and preventing the spread of COVID-19 at our workplace. We developed this program to reduce our workers' risk of catching and spreading this virus. We encourage employees to share information about potential COVID-19 hazards at our workplace and assist in evaluating these hazards. We will investigate all workplace illnesses and correct hazards that are identified. We stay informed on the virus presence in our community as well as recommendations made by national and local health agencies. We review and update this plan as necessary. This plan was last reviewed on 07/22/2022.

Paradise Unified School District will endeavor to keep this program plan up to date and based on the [latest regulations and guidance](#).

DESIGNATION OF RESPONSIBILITY

Tom Taylor, Superintendent has the authority and responsibility for implementing this plan in our workplace. All managers and supervisors are responsible for implementing this plan in their assigned work areas and ensuring employees' questions are answered in a language they understand.

All employees are required to follow the policies and procedures laid out in this plan, use safe work practices, and assist in maintaining a safe work environment.

IDENTIFICATION AND EVALUATION OF COVID-19 HAZARDS

We evaluate our workplace and operations to identify tasks that may have exposure to COVID-19. The evaluation includes all interactions, areas, activities, processes, equipment, and materials that could present potential exposure to COVID-19. Assessments include employee interactions with all persons who may be present in the workplace: co-workers, contractors, vendors, customers, and members of the public. Evaluations include:

- Identification of places and times when people may gather or come in contact with each other, even if they aren't working. Examples: meetings, trainings, workplace entrances, bathrooms, hallways, aisles, walkways, elevators, break or eating areas, cool-down areas, and waiting rooms.
- Employees' potential workplace exposure to all persons at the workplace. We will consider how employees and others enter, leave, and travel through the workplace, in addition to addressing stationary work. Examples: co-workers, employees of other businesses, the public, customers or clients, and independent contractors.
- Existing COVID-19 prevention measures and whether we need different or additional control measures.

Employee Participation - We encourage employees to participate in this evaluation. They can contact the Superintendent Office to share information on potential COVID-19 hazards at our workplace or to assist in evaluating these hazards.

We will evaluate how to maximize ventilation with outdoor air for our indoor spaces and the highest level of filtration efficiency that is feasible for our building mechanical ventilation system. We will also evaluate whether the use of portable or mounted HEPA filtration units, or other air cleaners, can additionally reduce the risk of airborne transmission. The California Department of Public Health (CDPH) [Interim guidance for Ventilation, Filtration, and Air Quality in Indoor Environments](#) will be used during these evaluations.

Employees may confidentially inform the Superintendent Office if they have a higher risk for severe illness from COVID-19, such as those with conditions like lung disease, obesity, or cancer. They will have priority for lower exposure job assignments or working from home whenever possible.

The jobs/tasks/activities at Paradise Unified School District have been assessed as follows: (complete table below, add/delete rows as needed)

Table 1 – Risk Assessment

Job Title or Task	Description of Exposure Risk
All Jobs	Numerous employees in close proximity to each other

CORRECTION OF COVID-19 HAZARDS

We treat all persons, regardless of symptoms or negative test results, as potentially infectious. We select and implement [feasible control measures](#) to minimize or eliminate employee exposure to COVID-19. We review orders and guidance on COVID-19 hazards and prevention from the State of California and the local health department, including general information and information specific to our industry, location, and operations. We correct unsafe or unhealthy conditions, work practices, policies, and procedures in a timely manner based on the severity of the hazard.

Table 2 – Controls to Reduce Exposure

Job Title/Task/Work Area	Engineering Controls	Administrative Controls	PPE
All Jobs	Use natural ventilation; Air Filters; Handwashing; Hand Sanitizing	Follow CDPH Guidelines for COVID-19	Provide face masks, hand sanitizer;

We inspect periodically to check that controls are effective, to identify unhealthy work conditions or practices, and to ensure compliance with this plan. Any deficiencies are corrected right away, and we update this plan if needed.

Engineering Controls – Equipment and Building Systems to Minimize Exposures

Our engineering controls for COVID-19 include:

- Maximizing outdoor air for ventilation as much as feasible except when EPA’s Air Quality Index is greater than 100 or when increasing outdoor air would cause harm to employees, such as excessive heat or cold.
- Evaluating how to increase filtration efficiency to the highest level compatible with the existing ventilation system.
- Determining if the use of portable or mountable HEPA filtration units, or other air cleaners, would reduce the risk of COVID-19 transmission.

Administrative Controls – Policies, Procedures, and Practices to Minimize Exposure

Our administrative controls for COVID-19 are:

- **COVID-19 vaccinations** are effective at preventing severe disease, free, and readily available.
- **Screening Employees and Visitors** to our facility through the following methods:
 - Home Screening - Employees self-screen using a [symptom screening form](#) prior to leaving for work.
 - Self-Screening of Visitors - We have a symptom screening form posted at the entrances to our worksite and ask visitors to self-screen before entering the worksite.

We prohibit any employee or visitor sick with COVID-19 from entering the workplace. Anyone exhibiting any potential symptoms of COVID-19 should wear a mask, test for COVID-19 and notify Site Administrator.

- **Wearing a Face Covering:** We provide face coverings to all employees, and ensure they are worn by all employees when required by [orders from CDPH](#) or if required when returning to work within 10 days of a COVID-19 infection (see Return to Work section below). We will not prevent any employee from wearing a face covering unless it would create a safety hazard, such as interfering with the safe operation of equipment. Face coverings provided will be a surgical mask, medical procedure mask, or cloth/woven material mask of at least two layers. Respirators, such as N95s, can be worn voluntarily. All face coverings must fit snugly, have no holes or openings, completely cover the nose and mouth, and be secured to the head with ties, ear loops, or elastic bands that go behind the head. Gaiters must be folded over or designed to have two layers of fabric. Clear plastic face coverings for use by deaf/hard-of hearing employees that meet above requirements are allowed. Face coverings must be clean and undamaged. **Face coverings are not respiratory protection against hazardous chemicals or dusts.**

When employees **are required** to wear a face covering, the following exceptions will apply:

1. When an employee is alone in a room or vehicle.
2. While eating or drinking at the workplace, provided employees are at least six feet apart and outside air supply to the area has been maximized to the extent feasible.
3. When employees are required to wear respirators and in accordance with Section 5144
4. When employees cannot wear face coverings due to a medical or mental health condition or disability. This includes a hearing-impaired person or someone using sign language to communicate. Employees exempted from wearing a face covering due to medical conditions, mental health conditions, or disability must wear an effective non-restrictive alternative, such as a face shield with a drape on the bottom that we will provide, if their condition or disability allows.
5. When a specific task cannot be performed with a face covering. This exception is limited to the time period in which such tasks are being performed.

Employees not wearing a face covering, face shield with drape, or respirator, under exceptions 4 or 5 above, will be tested at least weekly for COVID-19 during paid time and at no cost to the employee. We will not use this

testing provision as an alternative to face coverings when they are otherwise required by Section 3205.

Signs are posted at the entrance to the workplace to communicate face coverings requirements for any non-employees entering the workplace. We provide face coverings to members of the public if necessary and instruct employees to remain at least six feet away from members of the public not wearing a face covering.

- ***Practicing Good Hygiene.*** Wash hands with soap and water for at least 20 seconds, or use alcohol-based hand sanitizer with at least 60% alcohol. Hand sanitizer stations and hand hygiene signage are placed throughout the workplace. Site Janitorial Staff is responsible for ensuring hand hygiene stations are readily accessible and stocked with soap and paper towels, or sanitizer.

Personal Protective Equipment (PPE) – Equipment Worn by Employees to Minimize Exposure

In general, employees will not be required to use respirators at Paradise Unified School District for protection from COVID-19. If a hazard assessment determines respirators are needed, they will be used in accordance with [Title 8, Section 5144](#). Respirators for voluntary use will be provided upon request in the following situations:

- For all employees working indoors or in vehicles with more than one person.

When respirators are provided for voluntary use, we will encourage their use, provide the correct size, train employees how to properly wear the respirator and perform a user seal check, and ensure use is in compliance with Subsection 5144(c)(2), which includes determining that respirator use will not in itself create a hazard and providing employees with [Appendix D](#) to Section 5144.

Any PPE used to protect against COVID-19, such as eye protection, face coverings, respirators, and gloves, is selected based on function, fit, and availability. Employees are trained when and why PPE is necessary, how to properly put on and take off PPE, and how to clean, maintain, and store reusable PPE. [Job hazard assessments](#) are performed by supervisors to identify any PPE required for a specific job. Supervisors are responsible for ensuring that adequate supplies of PPE are available.

COVID-19 Testing

We will make COVID-19 testing available at no cost and during paid time to employees who have symptoms of COVID-19, and to employees who have close contact with a COVID-19 case in the workplace, as outlined in the INVESTIGATING AND RESPONDING TO COVID-19 CASES IN THE WORKPLACE section below. We are not required to make COVID-19 testing available to returned cases. A returned case has met the return to work criteria outlined in this program and has not developed any COVID-19 symptoms since returning. The returned case designation applies for 90 days after initial symptom onset or first positive test, whichever occurred first. If a CDPH regulation or order changes the period to any length other than 90 days, the CDPH period will apply.

COVID-19 tests will meet all of the following requirements:

- Be cleared, approved, or authorized, including in an Emergency Use Authorization (EUA), by the Food and Drug Administration (FDA) to detect current infection with the SARS-CoV-2 virus; and
- Be administered in accordance with the authorized instructions

To meet the return to work criteria outlined in this program, tests that are both self-administered and self-read must have a means for the results to be independently verified, such as a time-stamped photo of the result.

INVESTIGATING AND RESPONDING TO COVID-19 CASES IN THE WORKPLACE

Illness at the Workplace

We investigate all COVID-19 cases in the workplace. Our investigation includes seeking information from employees on COVID-19 cases and close contacts, obtaining information on COVID-19 test results and symptom onset, identifying and recording COVID-19 cases, and reporting when required by the regulations.

We maintain a daily log, or other method, to keep track of all employees and visitors at our workplace. This includes name, contact number, date, time in and out, person(s) contacted, and area of the workplace accessed. We will use this information to identify individuals to contact following notification of a COVID-19 case at our workplace.

We will not reveal any personally identifiable information or employee medical information to any person or entity unless required by law (such as Cal/OSHA, local health department, and local law enforcement).

Notification

Employees must alert Site Administrator/Director if they are having symptoms of COVID-19, had close contact with a COVID-19 case, were diagnosed with COVID-19, or are awaiting test results. We do not discriminate or retaliate against employees for reporting positive test results or symptoms.

Following notification of a positive test/diagnosis, we will immediately take the following actions:

1. Determine the day and time the COVID-19 case was last present at the workplace, the date of the positive test/diagnosis, and the date the COVID-19 case first experienced symptoms.
2. Determine who may have had close contact with the COVID-19 case by reviewing the case's activities during the infectious period. The infectious period **for persons who develop symptoms** is 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. The infectious period **for persons who test positive but never develop symptoms** is from two days before until 10 days after their first positive test for COVID-19 was collected.
3. Within one business day of knowing, or should have known, of a positive test/diagnosis, Superintendent's Office will provide written notification to all employees, independent contractors, and other employers who were on the premises at the same worksite during the infectious period, that they may have been exposed (without identifying the infected person/s). The written notification will be readily understandable by employees and sent in a typical manner used for employment-related communication. The notice will include our [cleaning and disinfection](#) plan as required by [Labor Code Section 6409.6\(a\)\(4\)](#). We will verbally inform employees who have limited literacy in the language of the written notice, or those the employer should reasonably know have not received the written notice.
4. Within one business day of knowing, or should have known, of a positive test/diagnosis, Superintendent's Office will provide notice required by Labor Code section 6409.6(a)(2) and (c) to the authorized representative of the COVID-19 case and of any employee who had close contact. Notice required by Labor Code section 6409.6(a)(4) will be provided within one business day to the authorized representative of any employee on the premises at the same worksite as the COVID-19 case during the infectious period.
5. We will make [COVID-19 testing](#) available to our employees who had close contact with the COVID-19 case at no cost during working hours and provide information on COVID-19 related benefits, with the following exception:
 - We are not required to make testing available to returned cases. A returned case has met the return to work criteria outlined in this program and has not developed any COVID-19 symptoms since returning. The returned case designation applies for 90 days after initial symptom onset or first positive test, whichever occurred first. If a CDPH regulation or order changes the period to any length other than 90 days, the CDPH period will apply.
6. Investigate whether any workplace factors contributed to the infection and how to further reduce that potential exposure.

We will provide information about [COVID-19 related benefits](#) at the time of excluding an employee from the workplace due to becoming a COVID-19 case or having close contact. **Confidentiality will be maintained at all times.**

We keep a record of and track all COVID-19 cases to include: 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. This information is kept confidential.

Disinfection after Positive Test/Diagnosis

If it has been less than 24 hours since the COVID-19 positive employee has been in the facility, we will close off any areas used by the sick individual and thoroughly clean and disinfect. If greater than 24 hours will pass before others access the area, disinfection is not required but consideration will be made based on worksite conditions such as use by large number of people, poor ventilation, or lack of hand hygiene facilities. During cleaning and disinfection, we will increase outdoor air circulation by opening windows or changing HVAC settings.

Exclusion from the Workplace

To limit transmission in the workplace, cases and employees who had close contact will be excluded from the workplace.

- Employees with a positive test or diagnosis for COVID-19 will be excluded until the Return to Work criteria in the next section are met.
- Employees that have had close contact with a COVID-19 case will follow the current [CDPH guidance](#) for close contacts.

Employees excluded from work due to a positive test/diagnosis from a workplace close contact, or identified as having close contact in the workplace, will have their earnings, wages, seniority, and all other rights and benefits maintained by Paradise Unified School District. Wages during exclusion will be paid at the regular rate of pay on the regular payday for the pay period. Employees will be informed if wages will not be maintained because the employee received disability payments or was covered by workers' compensation and received temporary disability. Information on available benefits will be provided at the time of exclusion.

Return to Work

Criteria for returning to work after positive test/diagnosis for COVID-19 or being excluded during an outbreak (see Appendix A and B of this plan) are as follows:

1. COVID-19 cases, regardless of vaccination status or previous infection, who do not have symptoms or whose symptoms are resolving, may return to work when **all** of the following are met:
 - a. At least 5 days have passed from date symptoms began or first positive test was collected, whichever is first.
 - b. At least 24 hours have passed since a fever of 100.4°F or higher has resolved without the use of fever reducing medication.
 - c. A negative COVID-19 test collected on the 5th day or later is obtained. If testing is not conducted, 10 days have passed from the date symptoms began or first positive test was collected, whichever is first.
2. COVID-19 cases, regardless of vaccination status or previous infection, whose symptoms are not resolving, may return to work when **all** of the following are met:
 - a. At least 24 hours have passed since a fever of 100.4°F or higher has resolved without the use of fever reducing medication.
 - b. Symptoms are resolving or 10 days have passed since symptoms began.

These requirements will apply regardless of whether an employee was previously excluded or other precautions were taken in response to an employee's close contact or membership in an exposed group.

All COVID-19 cases will wear a face covering in the workplace until 10 days have passed since the date symptoms began or their first positive test was collected.

In addition:

- Employees who have completed the required time to isolate, quarantine, or exclude ordered by a local or state health official can return to work. If the exclusion time period was not specified, the return to work criteria above (1 or 2) will be used to determine when to return to work.

- Employees that have approval from Cal/OSHA on the basis that removal of the employee would create undue risk to a community's health and safety can return to work. In these instances, effective control measures such as isolation or respiratory protection will be implemented to prevent infection of other employees at the workplace.

REPORTING, RECORDKEEPING, AND ACCESS

Reporting

[Reporting to the Local Health Department \(LHD\)](#) – This requirement also complies with AB 685.

Within 48-hours of knowledge, Superintendent's Office will notify the [local health department](#) (LHD), Butte County Public Health Department 530-552-3847, of any workplace outbreak of COVID-19. An outbreak reportable to our LHD is defined as at least three COVID-19 cases among workers at the same worksite within a 14-day period. We will work with the LHD to carry out contact tracing and follow all LHD recommendations including temporary closure of our business if advised.

[Reporting to our Claims Administrator](#) – **SB 1159** (This section applies to employers with five or more employees)

The Superintendent's Office will report to North Bay Schools Insurance Authority when an employee has tested positive for COVID-19. This report will be made within three days of knowledge of an employee's positive test result.

[Cal/OSHA Recording/Reporting](#) - We will record on our 300 log all work-related COVID-19 cases that meet one of the following criteria: death, days away from work, restricted work or transfer to another job, medical treatment beyond first aid, loss of consciousness, significant injury or illness diagnoses by a physician or other licensed health care professional.

We will report any serious COVID-19 illness that required inpatient hospitalization or resulted in death to our local Cal/OSHA office as soon as possible, but in no case more than eight hours after knowledge.

Recordkeeping

Paradise Unified School District maintains records of the steps taken to implement this written program. These records include but are not limited to training, inspections, hazard identification, etc.

We keep a record of and track all COVID-19 cases. These records include the employee's:

- Name
- Contact information
- Occupation
- Location where the employee worked
- Date of the last day at the workplace
- Date of positive COVID-19 test

All medical information will be kept confidential. The log of COVID cases, with names and contact information removed, will be made available to employees, authorized employee representatives, or as otherwise required by law.

Access

This program will be made available at the workplace to employees, authorized employee representatives, and to representatives of Cal/OSHA.

COMMUNICATION SYSTEMS

We ask all employees to confidentially report, without fear of discrimination or retaliation, any symptoms, potential exposures, and possible hazards relating to COVID-19 at the workplace. Employees should make these reports to [Site Administrators/Directors](#).

We explain to all employees how we accommodate employees at higher risk of severe COVID-19 illness. They can make a confidential report of their own high-risk condition to Superintendent's Office.

If an employee is potentially exposed to COVID-19, or is experiencing symptoms of COVID-19, we will provide information about access to COVID-19 testing at no cost and during paid work hours. Local COVID-19 testing is available in our area through the following:

- Optum Serve 521 Legion Ave., Chico, CA 95926

Note: Additional communication requirements may apply depending upon severity of outbreak. See Appendix A for multiple COVID-19 infections and outbreak procedures. See Appendix B for major outbreak procedures.

We communicate information about COVID-19 hazards and our COVID-19 policies and procedures to employees and other employers, persons, and entities that come in contact with our workplace. Other employers must ensure their employees follow our plan or equivalent to ensure protection of both their and our employees. When our employees are at another worksite, we will verify that procedures at the other worksite are protective of our employees, such as mask wearing and symptom screening.

EMPLOYEE TRAINING AND INSTRUCTION

We provide all employees training and instruction on the symptoms of COVID-19 illness and exposure control methods in place at Paradise Unified School District including:

- Information on how COVID-19 spreads, including airborne and asymptomatic transmission.
- The fact that viral particles can travel more than 6 feet, especially indoors, so physical distancing, face coverings, increased ventilation, and respiratory protection can decrease the spread of COVID-19, but are most effective when used in combination.
- Symptoms of COVID-19.
- The importance of getting a COVID-19 test and staying out of the workplace if you have symptoms.
- The importance of [vaccination against COVID-19](#).
- Information on our COVID-19 policies, how to access COVID-19 testing and vaccination, and the fact that vaccination is effective at protecting against COVID-19 transmission and serious illness or death.
- Our symptom screening procedures for employees and all other visitors to the workplace.
- Risk of exposure to COVID-19 on the job.
- Cleaning and disinfection schedules and procedures for our workplace.
- Control measures to protect employees from exposure and infection:
 - Requiring employees to stay home when sick.
 - Frequent handwashing with soap and water for at least 20 seconds, or using hand sanitizer when handwashing sinks are not readily accessible.
 - Conditions that require the use of face coverings at the workplace, and how to request face coverings at the workplace.
 - Proper use of a face covering when required and the fact that a face covering is NOT respiratory protection. Face coverings are source control used to contain infectious particles and protect others; respirators protect the wearer from infectious airborne particles.

- o Covering coughs and sneezes.
- Acceptable PPE and proper use.
- Policies for providing respirators and the right of employees to request a respirator for voluntary use. When respirators are provided for voluntary use:
 - o How to properly wear the respirator provided, and
 - o How to perform a user seal check each time the respirator is donned, and
 - o Facial hair can interfere with the seal of the respirator and reduce the amount of protection provided.
- What to do if they are sick and how to obtain a COVID-19 test.
- Information on COVID-19-related leave benefits available under legally mandated sick and vaccination leave, if applicable, workers' compensation law, local governmental requirements, Paradise Unified School District leave policies, leave guaranteed by contract, and section 3205.
- The contents of this plan.

APPENDIX A - MULTIPLE COVID-19 INFECTIONS AND OUTBREAKS

The following procedures will be followed in addition to our CPP whenever three or more employee COVID-19 cases within an exposed group (as defined in [section 3205\(b\)](#)) have visited our workplace during their infectious period within a 14-day period. These procedures can be stopped only after no new COVID-19 cases are detected in the exposed group for a 14-day period.

Testing

Paradise Unified School District will make [testing available to employees within the exposed work group](#), regardless of vaccination status, at no cost during working hours except for:

- Employees not present during the 14-day outbreak period defined above.
- Returned cases - COVID-19 cases who have returned to work after meeting the Return to Work criteria and do not develop symptoms after returning. This designation will apply for 90 days after initial onset of symptoms or positive test, whichever was first. If a period other than 90 days is required by CDPH regulation or order, that period will apply.

This testing will be made available immediately after determination of an outbreak, and then again one week later; negative test results will not change the quarantine, exclusion, or health order status of any individual. Following these two tests, we will make testing available to employees in the exposed group who remain at the workplace during the defined outbreak period at least once a week, or more frequently if recommended by the LHD. We will provide additional testing as required by the Division in accordance with any special order from Cal/OSHA.

Employees who had close contact must test negative for COVID-19 with a test taken within 3 to 5 days after close contact or they will be excluded from the workplace and required to meet the return to work criteria stated in this plan starting from the date of last known close contact.

Additional Controls to Correct COVID-19 Hazards

In addition to the controls listed in our CPP, we will do the following:

- Require employees in the exposed group to wear face coverings when indoors or when outdoors and less than 6 feet from another person unless one of the exceptions to face coverings listed in our CPP applies.
- Notify employees in the exposed group that they can request a respirator for voluntary use.
- Evaluate whether to implement physical distancing of at least 6 feet between people, or as much distance as possible if 6 feet is not feasible.
- In buildings or structures with mechanical ventilation, we will maximize the outdoor air supply, and filter recirculated air with MERV 13 or higher efficiency filters if compatible with the ventilation system. If MERV 13 or higher filters are not compatible, we will use filters with the highest rating that are compatible. We will further evaluate whether portable or mounted HEPA filtration units or other air cleaning systems would reduce the risk of transmission and if so implement their use where feasible.

Workplace Investigation, Review, and Hazard Correction

We will investigate all workplace illness to determine potential factors in the workplace that could have contributed to the COVID-19 outbreak. Additionally, we will review our relevant COVID-19 policies, procedures, and controls and we will implement changes needed to prevent further virus spread.

All investigations and reviews will be documented to include:

- Investigation of new or continuing COVID-19 hazards.
- Review of our leave policies and practices, including whether employees are discouraged from staying home when sick.

- Review of our COVID-19 testing policies.
- Investigation of the sufficiency of outdoor air.
- Investigation of the sufficiency of air filtration.
- Investigation into feasibility of physical distancing.

These reviews will be updated every 30 days that this appendix is in effect with new information, new or previously unrecognized COVID-19 hazards, or as necessary. We will make changes based on investigations and reviews to reduce the spread of COVID-19. This will include considering such actions as moving work tasks outdoors, allowing employees to work remotely, increasing outdoor air supply to our indoor workplaces, improving air filtration to the highest MERV rating compatible with our air handling system, increasing physical distancing as much as feasible, requiring respiratory protection in compliance with section 5144, or other applicable control measures.

APPENDIX B – MAJOR COVID-19 OUTBREAKS

The following procedures will be followed in addition to our CPP and Appendix A – Multiple COVID-19 Infections and Outbreaks, whenever 20 or more employee COVID-19 cases within an exposed group (as defined in [section 3205\(b\)](#)) have visited our workplace during their infectious period within a 30-day period. These procedures will apply until there are fewer than three COVID-19 cases detected in the exposed group for a 14-day period.

Testing

Paradise Unified School District will continue to provide testing as described in Appendix A of our CPP except that testing will be required of all employees in the exposed group, regardless of vaccination status, twice a week or more frequently if recommended by the Local Health Department (LHD). Employees in the exposed group will be tested or excluded. Employees excluded from the workplace will be required to meet the return to work criteria stated in this plan starting from the date the outbreak begins.

Additional Controls to Correct COVID-19 Hazards

In addition to the controls listed in our CPP and Appendix A, we will do the following:

- Provide respirators for voluntary use (such as an N95) to employees in the exposed group and provide training in their use. Determine the need for a respiratory protection program or changes to our existing program to address COVID-19 hazards.
- Any employee in the exposed work group not wearing a respirator required by Paradise Unified School District in compliance with section 5144 will be separated from other people by 6 feet except when demonstrated to not be feasible or when they are momentarily closer than 6 feet during movement. When it is not feasible to maintain 6 feet of distance, individuals will be as far apart as feasible. Methods for physical distancing include:
 - Reducing the number of persons in an area at one time (including visitors)
 - Visual cues such as signs and floor markings to show employee locations and paths of travel
 - Staggered arrival, departure, work, and break times
 - Adjusted work processes (such as reducing production speed) to allow greater distance between employees
 - Telework or other remote work arrangement
- Evaluate whether to halt some or all operations at the workplace until COVID-19 hazards have been corrected.
- Take other control measures deemed necessary by the Division through the Issuance of Order to Take Special Action, in accordance with [Title 8 Section 332.3](#).