



# COVID-19 PREVENTION PROGRAM

Revised February 2023

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COVID-19 Prevention Program (IIPP) for Conejo Valley Unified School District.

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## 1. Purpose

- a. In an effort to protect the health and safety of our employees, the Conejo Valley Unified School District (“District”) has revised their COVID-19 Prevention Program (“CPP”), which is intended to provide information related to the prevention of coronavirus, describe procedures and safe practices to keep employees and students safe and to help prevent the spread of coronavirus in the workplace, in order to fully comply with the latest safety orders issued by Cal OSHA .

## 2. Scope

- a. This program applies to all employees and contains general prevention and best practices as well as procedures related to COVID-19 in the District's workplace.
- b. This program can also be implemented during a declared outbreak, epidemic, or pandemic of other infection disease for which public health officials have issued guidelines and recommendations including H1N1 influenza (swine flu), H5N1 influenza (avian flu), Norovirus, Methicillin Resistant Staphylococcus Aureus (MRSA) and Tuberculosis
- c. This program can help keep staff healthy during an outbreak including during cold and flu season.
- d. This program does not apply to employees while working from home.

## 3. Authority and Responsibility

### a. Program Manager

The Superintendent and his designees have overall authority and responsibility for implementing the provisions of this CPP in our workplace.

- b. In addition, all site administrators, principals, managers, and supervisors are responsible for implementing and maintaining the CPP in their assigned work areas and for ensuring employees receive answers to questions about the program.

### c. Employee Responsibilities

- 1) All employees are responsible for using safe work practices, following all directives, policies and procedures, and assisting in maintaining a safe work environment.
- 2) Employees must promptly disclose if they have a positive COVID-19.
- 3) An employee must stay home if they are sick, test for COVID-19 if they have symptoms of the disease not explained by a diagnosed non-contagious health condition, follow public health agency guidelines, and contact their supervisor or manager for further instructions.
- 4) Employees must cooperate with any investigation related to the onset of illness, date of symptoms, others with whom the employee had close contact, and coronavirus testing among other topics.

## 4. Definitions

### a. COVID-19 Case: person who:

- 1) Has a positive "COVID-19 test"
- 2) Has a positive COVID-19 diagnosis from a licensed health care provider
- 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 Ventura County Public Health Department or is included in the COVID-19 statistics of Ventura County.

- b. Close contact: In indoor spaces of 400,000 or fewer cubic feet per floor, close contact is sharing the same indoor space with a COVID-19 case for a cumulative total of 15 minutes or greater in any 24-hour period within or overlapping with the “infectious period” as defined. This definition applies regardless of the use of face coverings.
- c. In indoor spaces of greater than 400,000 cubic feet per floor, a close contact is defined as being within six feet of the COVID-19 case for a cumulative total of 15 minutes or more over a 24-hour period during the COVID-19 case’s infectious period, as defined by this section, 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 manufacturer’s instructions, whenever they otherwise would have had close contact.

- d. COVID-19 Test: a test for SARS-CoV-2 that is:
  - 1) Cleared, approved, or authorized, including in an Emergency Use Authorization (EUA), by the United States Food and Drug Administration (FDA) to detect current infection with the SARS-CoV-2 virus (e.g., a viral test);
  - 2) Administered in accordance with the authorized instructions; and
  - 3) To meet the return to work criteria of section 15, a COVID-19 test may be both self-administered and self-read with verification of the results provided verification can include observation by a district employee or authorized point of care proctor or a photograph indicating the date of the results.
- e. Exposed Group: all employees at a work location, working area, or a common area at work, or in shared employee provided transportation where an employee COVID-19 case was present at any time during the infectious period. A common area at work includes bathrooms, walkways, hallways, aisles, break or eating areas, and waiting areas.
  - 1) The following exceptions apply:
    - a) For the purpose of determining the exposed group, a place where persons momentarily pass through, without congregating, is not a work location, working area, or a common area at work.
    - b) If the COVID-19 case was part of a distinct group of employees who are not present at the worksite 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.
    - c) If the COVID-19 case visited a work location, working area, or a common area at work for less than 15 minutes during the infectious 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.
  - 2) An exposed group may include the employees of more than one employer
- f. Face Covering: 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 that completely covers the nose and mouth and is secured to the head with ties, ear loops, or

elastic bands that go behind the head. If gaiters are worn, they shall have two layers of fabric or be folded to make two layers. A face covering has no visible holes or openings and must cover the nose and mouth. is a solid piece of material without slits, visible holes, or punctures, and must fit snugly over the nose, mouth, and chin with no large gaps on the outside of the face. A face covering does not include a scarf, ski mask, balaclava, bandana, turtleneck, collar, or single layer of fabric. This definition includes clear face coverings or cloth face coverings with a clear plastic panel that, otherwise meet this definition and which may be used to facilitate communication with people who are deaf or hard-of-hearing or others who need to see a speaker's mouth or facial expressions to understand speech or sign language respectively.

g. Infectious Period:

- 1) For COVID-19 cases 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.

h. Outbreak:

- 1) When there are three or more COVID-19 cases in any workplace within a 14-day period, or
- 2) A place of employment that has been identified by Ventura County Public Health Department as the location of a COVID-19 outbreak.
- 3) An outbreak ends when there are one or fewer new COVID-19 cases detected in a workplace for a 14-day period.

i. Major Outbreak: when there are 20 or more COVID-19 cases in any workplace within a 30-day period.

- 1) A major outbreak ends when there are one or fewer new COVID-19 cases detected in a workplace for a 14-day period.

j. Protective wear includes face coverings and equipment typically considered personal protective equipment

k. Worksite

- 1) Any work location, working area, or common area at work, including restrooms, walkways, hallways, aisles, break or eating areas, and waiting areas used or accessed by the COVID-19 case.
- 2) The building, store, facility, agricultural field, or other location where a worker worked during the infectious period. It does not apply to buildings, floors, or other locations of the employer that a COVID-19 case did not enter, locations where the worker worked by themselves without exposure to other employees, or to a worker's

personal residence or alternative work location chosen by the worker when working remotely.

- 3) Examples: Schools, school buildings, offices, office buildings, maintenance and operations facilities, transportation facilities, and other local educational agency facilities

## 5. System for Communicating

- a. The District will ask employees to report the following to their supervisor:
  - 1) Positive test results for COVID-19
  - 2) Possible close contacts before and after testing positive
  - 3) Possible COVID-19 hazards at the district or school sites. LEA will not discriminate or retaliate for reporting symptoms, exposure, or hazards.
- b. Provide information to ensure access to COVID-19 testing.
- c. Communicate information about COVID-19 hazards and the employer's COVID-19 policies and procedures to employees and to other employers, persons, and entities within or in contact with the employer's worksite.
  - 1) Give notice of the potential close contact, within one business day, in a way that does not reveal any personal identifying information of the COVID-19 case, to the following:
    - a) All employees who were on the premises at the same worksite as the COVID-19 case during the high-risk exposure period and their authorized representatives.
    - b) Independent contractors and other employers present at the worksite during the infectious period.
    - c) The District will provide a written notice (email is to be considered written notice) to all employees, and the employers of subcontracted employees, who were on the premises at the same worksite as the qualifying individual within the infectious period that they may have been exposed to COVID-19, in a manner the employer normally uses to communicate employment-related information.
    - d) Provide a written notice to the exclusive representative, if any, of employees who have received notification.
    - e) Notification must include information regarding COVID-19-related benefits to which the employee may be entitled under applicable federal, state, or local laws.
      - FMLA/CFRA (Family Medical Leave Act/California Family Rights Act Leave)
      - Available Sick Leave/ Paid Time Off (PTO)
      - Negotiated leave provisions
      - Workers Compensation

- f) Notification must include information on the cleaning and disinfection plan that the employer plans to implement and complete per the guidelines of the federal Centers for Disease Control.
- 2) Confidentiality
    - a) Personal identifying information of COVID-19 cases or persons with COVID-19 symptoms shall be kept confidential. All COVID-19 testing or related medical services provided by the District shall be provided in a manner that ensures the confidentiality of employees.
      - Exception: Unredacted information on COVID-19 cases shall be provided to the VCPH, CDPH, Cal/OSHA, National Institute for Occupational Safety and Health (NIOSH), or as otherwise required by law immediately upon request.
    - b) Ensure that all employee COVID-19 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: Unredacted medical records shall be provided to the VCPH, CDPH, Cal/OSHA, NIOSH, or as otherwise required by law immediately upon request.
      - EXCEPTION 2: 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.
  - d. When a staff member becomes sick at school or the office:
    - 1) Staff member should be sent home immediately
    - 2) Staff member must be rapidly tested and provided instructions while waiting for test results
    - 3) Staff member should monitor their health
    - 4) Call in sick as necessary.
6. Identification and evaluation of COVID-19 hazards
    - a. Conejo Valley Unified School District takes seriously its obligation to locate, identify and correct potential COVID-19 hazards in the workplace. The following will be implemented:
      - 1) Review applicable orders and general and industry-specific guidance from the State of California, Cal/OSHA, and VCPH related to COVID-19 hazards and prevention.
      - 2) Conduct workplace-specific assessment of COVID-19 hazards and controls in accordance with agency guidance and job specific exposures. For employees in work settings who are exposed to procedures that may aerosolize potentially infectious material such as saliva or respiratory tract fluids, the district shall evaluate the need for respiratory protection to prevent COVID-19.
      - 3) Evaluate existing COVID-19 prevention controls in our workplace and the need for different or additional controls as outlined in section 12.

- b. Employee Participation
    - 1) Employees and their authorized employees' representatives are encouraged to participate in the identification and evaluation of COVID-19 hazards by:
      - a) Making recommendations for improvement for evaluation and control of COVID-19 hazards. Employees may use their name or remain anonymous.
  - c. Employee screening
    - a) Employees are provided with information on self-screening and instructed to not report for work if they have any symptoms of COVID-19 that cannot be clearly attributed to non-COVID-19 health conditions.
7. Investigating and responding to COVID-19 cases in the workplace
- a. The following procedures shall be taken in advance of a report of a COVID-19 case and after their report to help identify employees who may have had close contact:
    - 1) To facilitate contact tracing, itinerate employees will check in and out with the front office when visiting a district worksite.
    - 2) When a report is made of a positive test of symptoms identified by a health care professional, the COVID-19 case will be excluded from the worksite and interviewed to establish:
      - a) Last date they have been at the work site
      - b) Dates COVID-19 Case tested positive or first experience symptoms
      - c) With whom they have been in contact
      - d) What other work sites they may have visited
    - 3) Determine who may have been exposed
      - a) Review sign in logs
      - b) Consider COVID-19 Case primary worksite
      - c) Review report for additional locations
  - b. Responding to COVID-19 cases
    - 1) COVID19 cases will be excluded from the worksite.
    - 2) Notify all staff who have been at the worksite with the qualified individual during the infectious period in accordance with Section 5, System for Communicating.
    - 3) Ensure COVID-19 tests are available to employees who were exposed at the worksite
      - a) Exposed employees:
        - Testing provided at no cost to the employees including home test kits
        - All information received in connection with testing and reporting shall be kept confidential except for reports to VCPH as required.

- 4) Investigate whether any workplace conditions could have contributed to the risk of COVID-19 close contact and what could be done to reduce exposure to COVID-19 hazards in accordance with Section 6 of this program.
  - 5) Hazard correction will occur in accordance with Section 8 of this program and paragraph 16.e.3), if applicable.
  - 6) Disinfection will be applied in cases of known or suspected surface contamination with bodily fluids. Bodily fluids would include droplets from coughing and sneezing from someone having tested positive for COVID-19 and occupied the space within the last 24 hours
  - 7) Notification to Cal/OSHA will be sent according to paragraph 13 of this program, if applicable.
8. Correction of COVID-19 hazards
- a. Unsafe or unhealthy work conditions, practices or procedures shall be corrected in a timely manner based on the severity of the hazards.
  - b. Hazards shall be corrected according to the following procedures:
    - 1) When observed or discovered; and
    - 2) Corrected in a timely manner based on the severity of the hazards
  - c. Hazard correction is implemented through:
    - 1) Training and instruction
    - 2) Maintenance work orders
    - 3) Purchasing of necessary cleaning and sanitizing supplies, restroom supplies, hand sanitizer, and/or sanitizing wipes;
    - 4) Direct, verbal or written communication with employees and when necessary.
9. Training and instruction
- a. Training and instruction will include the following:
    - 1) The District's COVID-19 policies and procedures to protect employees from COVID-19 hazards
    - 2) Information regarding COVID-19-related benefits to which the employee may be entitled under applicable federal, state, or local laws.
      - a) This includes any benefits available:
        - FMLA/CFRA (Family Medical Leave Act/California Family Rights Act Leave)
        - Available Sick Leave/ Paid Time Off (PTO)
        - Negotiated leave provisions

- Workers Compensation

- 3) COVID-19: Nature of the disease and transmission
  - 4) The importance of frequent hand washing with soap and water for at least 20 seconds and when there is no immediate access to a hand washing station, use hand sanitizer with the fact that hand sanitizer alone does not work if the hands are soiled.
  - 5) Proper use of face coverings and the fact that face coverings are not respiratory protective equipment.
  - 6) COVID-19 symptoms, and the importance of not coming to work and obtaining a COVID-19 test if the employee has COVID-19 symptoms.
  - 7) On the recommended use of Personal Protective Equipment (PPE), as applicable job tasks, including the donning, doffing, use, limitations, and replacement of this equipment.
  - 8) The right of employees to request a N 95 Filtering Face Mask for voluntary use, without fear of retaliation, and our policies for providing the N 95 Filtering Face Masks. Employees voluntarily using N 95 Filtering Face Maskswill be trained as follows:
    - a) How to properly wear them,
    - b) How to perform a seal check according to the manufacturer's instructions each time a N 95 Filtering Face Mask is worn, and the fact that facial hair can interfere with a seal,
    - c) Provide a copy of Appendix D of California Code of Regulations, Title 8, Section 5144.
10. Physical distancing
- a. During an outbreak or major outbreak, all employees in the exposed group, may be separated from other persons by at least six feet.
  - b. Physical distancing will be maintained when required face coverings cannot be worn indoors.
11. Face coverings
- a. The District will provide face coverings and ensure that one is worn by all employees when required by orders of the CDPH.
    - 1) Face coverings are optional outdoors in all settings except as required for return to work.
  - b. Employees returning to work after exclusion from work must wear face coverings for 10 days following the positive test or the onset of symptoms.
  - c. During an outbreak or major outbreak, all employees in the exposed group, will be required to wear face coverings.
  - d. Face coverings are to be clean and undamaged.

- e. Face shields are not a replacement for face coverings, although they may be worn together with a face mask for additional protection.
  - f. Exemptions for required wearing of face coverings include:
    - 1) When an employee is alone in a room or vehicle;
    - 2) While eating and drinking, provided employees are at least six feet apart and outside air supply to the area, if indoors, has been maximized to the extent possible;
    - 3) Employees wearing respiratory protection in accordance with a written Respiratory Protection Program or other written program required by Cal/OSHA;
    - 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;
    - 5) In limited situations where a face covering cannot be used for pedagogical or developmental reasons a face shield with a drape can be used instead of a face covering while in the classroom as long as the wearer maintains physical distance from others.
      - a) This exception is limited to the time period in which such tasks are actually being performed.
  - g. Employees exempted from wearing face coverings due to a medical condition, mental health condition, or disability will wear an effective non-restrictive alternative, such as a face shield with a drape on the bottom, if their condition or disability permits it.
  - h. Any employee may wear a face covering when not required by a law, regulation, or health order, unless it would create a safety hazard, such as interfering with the safe operation of equipment.
  - i. When regulations require the wearing of a face covering by all occupants, signs will be posted at each entrance to communicate to non-employees a face coverings requirements on the premises.
12. Other engineering controls, administrative controls, and personal protective equipment
- a. Engineering Controls
    - 1) To the extent feasible, the quantity of outside air for buildings with mechanical or natural ventilation systems will be enhanced by:
      - a) The heating ventilation and air conditioning (HVAC) system has been adjusted to allow maximum outside air.
      - b) Opening doors and windows when weather permits, and the outdoor Air Quality Index is less than 100.
      - c) In shared district transportation, windows and the AC will be adjusted to maximize the supply of outside air to the extent feasible, except when doing so would cause a hazard to employees or expose them to inclement weather.
    - 2) Portable HEPA filtration units have been purchased for use in rooms with a higher risk of COVID-19 aerosol spread (e.g. Health Evaluation Rooms and SPED treatment

- rooms) and interior classrooms where there is limited ability to increase the infusion of fresh air.
- 3) The HVAC system air filters have been upgraded to MERV 13 or the highest level of filtration efficiency compatible with the existing mechanical ventilation system.
- b. Administrative Controls and Safe Practices (these are implemented based on the level of community transmission, outbreak, and at the direction of CDPH)
- 1) Working remotely, when available and in alignment with business needs.
  - 2) Meetings held remotely
  - 3) Stable cohorts of students to reduce risk of spread of COVID-19
  - 4) Scheduled and Periodic Cleaning and Disinfecting
    - a) The current CDPH guidance states, “In general, routine cleaning is enough to sufficiently remove the virus that causes COVID-19. Therefore, routine cleaning protocols appropriate for school environment will be followed.
    - a) Only disinfecting products on the Environmental Protection Agency (EPA) approved list “N” will be used.
  - 5) Healthy Hygiene Practices
    - a) Employees are instructed to frequently wash their hands with soap and water for at least 20 seconds and when there is no immediate access to a hand washing station, use hand sanitizer. Hand sanitizer is not as effective as washing with soap and water when the hands are visibly soiled. Hands should be washed before and after: eating, use of the restroom, food preparations, and providing personal services to a student.
    - b) Employees and students are encouraged to wash their hands frequently throughout the day.
      - An adequate number of restrooms with sinks and soap will be provided per the California Plumbing Code. Areas without access to soap and water will be provided with hand sanitizer.
    - c) Employees and students are encouraged to use fragrance-free hand sanitizer when handwashing is not practicable.
      - Sanitizer must be rubbed into hands until completely dry.
      - Sanitizer containing methanol (methyl alcohol) is prohibited.
- c. Personal Protective Equipment
- 1) Personal protective equipment will not be shared.
  - 2) Protective gloves will be supplied to:
    - a) Nurses, health technicians, and/or office staff attending ill or injured students or assisting with medical needs of special education students.

- b) Custodians and other employees who use cleaning and sanitizing products, other than surface wipes.
  - c) Special education teachers and Para educators who assist students with personal needs or assisting with medical needs of special education students.
  - d) Food service employees involved in the preparation and/or distribution of food.
- 3) Goggles or safety glasses will be supplied to:
- a) Nurses, health technicians, and/or office staff attending ill or injured students or assisting with medical needs of special education students.
  - b) Custodians and other employees who use cleaning and sanitizing products, other than surface wipes.
  - c) Special education teachers and Para educators who assist students with personal needs or assisting with medical needs of special education students.
- 4) Face shield (worn with a face mask) will be supplied to:
- a) Any staff who feel that they need additional protection for their eyes and face.
- 5) When face masks are required, a face shield with drape will be supplied to:
- a) Staff who are hearing-impaired or communicating with a hearing-impaired person.
  - b) Employees who cannot wear face coverings due to a medical or mental health condition or disability.
- 6) Respiratory protection
- a) N 95 filtering face masks will be available for voluntary use to all employees who are working indoors or in vehicles with more than one person.
    - Provide training as indicated in Section 9 of this program
  - b) Provide a copy of Appendix D of California Code of Regulations, Title 8, Section 5144.
  - c) Respiratory protection is appropriate in the following situations:
    - The physical distancing requirements are not feasible with special education students who cannot wear face coverings due to a medical or mental health condition or disability.
    - During procedures for special education students that may aerosolize potentially infectious material such as saliva or respiratory tract fluids.
13. Reporting, recordkeeping, and access
- a. Reporting
    - 1) A serious illness (as defined) or death of an employee, including a COVID-19 serious illness or death, will be report immediately, but not more than eight hours, to Cal/OSHA. “Serious illness” means any illness occurring in a place of employment or

in connection with any employment that requires inpatient hospitalization for other than medical observation or diagnostic testing. Exception: This reporting does not apply to employees while working from home.

2) A case of a Major Outbreak will be reported to Cal OSHA.

b. Recordkeeping

1) Maintain records of the steps taken to implement our written COVID-19 Prevention Program including the following:

- a) A log of written notifications of employee positive cases
- b) Retain a copy of the Initial Screening Form for all employee COVID-19 cases
- c) Documentation that hazards are corrected,
- d) Employee training and instruction records

2) These records will be maintained at least three years.

c. Access

1) Make this written COVID-19 Prevention Program available to employees, authorized employee representatives by posting a copy on the District's website, and to representatives of Cal/OSHA immediately upon request.

2) The information will be made available to employees, authorized employee representatives, or as otherwise required by law, with personal identifying information removed.

14. Exclusion of COVID-19 cases

a. Where there is a COVID-19 case at the District, transmission will be limited by:

1) Ensuring that COVID-19 cases are excluded from the workplace until return-to-work criteria are met;

4) Providing employees at the time of exclusion with information on available benefits, as described in section 5 of this program.

15. 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 or higher has resolved without the use of fever-reducing medications;

2) COVID-19 symptoms have improved; and

3) At least 10 days have passed since COVID-19 symptoms first appeared unless a negative COVID-19 test from a specimen collected on the fifth day or later is obtained.

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 the first positive COVID-19 test unless a negative COVID-19 test from a specimen collected on the fifth day or later is obtained.

- c. Employees must wear face coverings for a total of 10 days after start of symptoms, especially in indoor settings.

## 16. COVID-19 Outbreaks

- a. This section applies to a workplace covered by this program when there are three or more employee COVID-19 cases within an exposed group visited the workplace during their infections period at any time during a 14-day period. This section will stay in effect until there are one or fewer new COVID-19 cases detected in our workplace for a 14-day period.
- b. COVID-19 testing:
  - 1) The District will provide COVID-19 testing to all employees at the exposed workplace except for those employees not at work during the outbreak or the relevant 14 days
  - 2) COVID-19 testing will be provided at no cost to employees during employees' working hours except for returned cases and employees who were not present at the workplace during the relevant 14-day period(s).
  - 3) COVID-19 testing consists of the following:
    - a) Employees who had close contacts shall have a negative COVID-19 test taken within three to five days after the close contact or shall be excluded and follow the return to work requirements. Employer shall then make testing available on a weekly basis to all employees in the exposed group who remain at the workplace
- c. Additional measures
  - 1) During an outbreak or major outbreak, all employees in the exposed group, will be required to wear face coverings when indoors. Employees shall be notified of their right to request and receive a respirator for voluntary use.
  - 2) During an outbreak or major outbreak, portable air cleaners equipped with high efficiency particulate air (HEPA) filters may be installed in the worksite of an exposed group, if feasible.
- d. COVID-19 investigation, review and hazard correction
  - 1) Investigation and review
    - a) In addition to Sections 6 of this program, we will immediately perform a review of potentially relevant COVID-19 policies, procedures, and controls and implement changes as needed to prevent further spread of COVID-19. The investigation and review will be documented and include:
      - Investigation of new or unabated COVID-19 hazards;
      - Leave policies and practices and whether employees are discouraged from remaining home when sick;
      - COVID-19 testing policies;
      - Air supply, outside and filtered;

- 2) Review Updates
    - a) Every thirty days that the outbreak continues.
    - b) In response to new information or to new or previously unrecognized COVID-19 hazards.
    - c) When otherwise necessary.
  - 3) Hazard Correction
    - a) Changes will be implemented to reduce the transmission of COVID-19 based on the investigation and review
    - b) In addition to corrections outlined previously, we 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.
17. Major COVID-19 Outbreaks
- a. This section applies to any place of employment covered by this program when there are 20 or more employee COVID-19 cases in an exposed group visited the workplace during their infectious period within a 30-day period.

Additional measures to be taken during a major outbreak:
  - b. COVID-19 testing
    - 1) COVID-19 testing will be provided twice a week, or more frequently if recommended by VCPH, to all employees present at the exposed workplace during the relevant 30-day period(s) and who remain at the workplace.
    - 2) Employees in the exposed group shall be tested or shall be excluded and follow the return to work requirements
    - 3) COVID-19 testing will be provided at no cost to employees during employees' working hours except for returned cases and employees who were not present at the workplace during the relevant 14-day period(s).
  - c. The district will report the major outbreak to Cal OSHA.
  - d. Respirators for voluntary use will be provided to employees within the exposed group.
  - e. Any employees in the exposed group who are not wearing respirators required by the employer shall be separated from other persons by at least six feet, except where an employer can demonstrate that at least six feet of separation is not feasible, and except for momentary exposure while persons are in movement. When it is not feasible to maintain a distance of at least six feet, individuals shall be as far apart as feasible.