



## **Modesto City Schools**

**Infectious Disease Preparedness and Control Plan**

**Created: May 2020  
Updated: 5/6/22**

**IIPP Appendix – COVID-19 Prevention Plan**

**Page | 1 out of 18**

### **1. Purpose**

- 1.1 This control plan is designed to set forth standards and protocols for Modesto City Schools “MCS” to manage with the COVID-19 pandemic.
- 1.2 This control plan will be utilized for the protection of employees, sub-contractors, students, vendors and any other persons performing work for MCS locations.

### **2. Scope**

- 2.1 This control plan applies to all employees working for Modesto City Schools.
- 2.2 Nothing in this section is intended to limit more protective or stringent state or local health department mandates or guidance.
- 2.3 Modesto City Schools will monitor information from local, State, and Federal agencies such as the Centers for Disease Control “CDC”, World Health Organization “WHO”, California Department of Public Health “CDPH”, and local Health Departments.
- 2.4 The District will review recommendations and remain continually updated as conditions and/or recommendations change.

### **3. Responsibilities**

- 3.1 Modesto City Schools Supervisor, Environmental Health and Safety has overall responsibility for the implementation, documentation, maintenance and review of this control plan.
- 3.2 All Managers/Supervisors are responsible to implement and enforce all aspects of this control plan.
- 3.3 Supervisor, Environmental Health & Safety is responsible for conducting training and assisting with all aspects of this control plan.
- 3.3 All employees are required to strictly follow all aspects of this control plan to include participating in ongoing training.



## ***Modesto City Schools***

**Infectious Disease Preparedness and Control Plan**

**Created: May 2020**

**Updated: 5/6/22**

**IIPP Appendix – COVID-19 Prevention Plan**

**Page | 2 out of 18**

### **4. Definitions**

**COVID-19 (Coronavirus Disease 2019):** means the disease caused by SARS-CoV-2 (severe acute respiratory syndrome coronavirus).

**COVID-19 case:** means a person who:

- (1) Has a positive "COVID-19 test" ; or
- (2) Is subject to COVID-19-related order to isolate issued by a local or state health official; or
- (3) 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; or
- (4) Has a positive COVID-19 diagnosis from a licensed health care provider.

**COVID-19 hazard:** means potentially infectious material that may contain SARS-Co V-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 from procedures performed on persons which may aerosolized saliva or respiratory tract fluids.

**COVID-19 test:** means a test for SARS-CoV-2 that is:

- (A) 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);
- (B) Administered in accordance with the authorized instructions; and
- (C) To meet the return to work criteria set forth in subsection 16, a COVID-19 test may be both self-administered/and self-read only if another means of independent verification of the results can be provided (e.g., a time-stamped photograph of the results)

**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, neck gaiters, collar, or single layer of fabric.

**Infectious period:** means the following time period:

- (1) For symptomatic infected persons, 2 days before the infected person had any symptoms through Day 10 after symptoms first appeared (or through Day 5 if testing negative on Day 5 or later), and 24 hours have passed with no fever, without the use of fever-reducing medications, and symptoms have improved: OR
- (2) For asymptomatic infected persons, 2 days before the positive specimen collection date though Day 10 after positive specimen collection date (or through Day 5 if testing



## ***Modesto City Schools***

### **Infectious Disease Preparedness and Control Plan**

**Created: May 2020**

**Updated: 5/6/22**

### **IIPP Appendix – COVID-19 Prevention Plan**

**Page | 3 out of 18**

negative on Day 5 or later) after specimen collection date for their first positive COVID-19 test.

For the purpose of identifying close contacts and exposures, infected persons who test negative on or after Day 5 and end isolation, in accordance with this guidance, are no longer considered to be within their infectious period. Such persons shall continue to follow CDPH isolation recommendations, including wearing a well-fitting face mask through Day 10.

**Division:** Refers to the current Division of Occupational Safety and Health or any of its predecessors including the former Division of Industrial Safety of the Division of Occupational Safety and Health Administration. Reference to the former Division of Industrial Safety or Division of Occupational Safety and Health Administration in these orders is meant to refer to their successor, the Division of Occupational Safety and Health, or any subsequent successor agency.

**Isolation:** Means separating people who are ill from others who are not ill to keep the disease from spreading.

**Quarantine:** Refers to separating people and limiting movement of people who have or may have been exposed to the disease to see if they become ill.

**Close Contact:** Refers to someone sharing the same indoor airspace, e.g. home, classroom, work space, for a cumulative total of 15 minutes or more over a 24-hour period with a COVID-19 case (for example, three individual 5-minute exposures for a total of 15 minutes) during an infected person's (laboratory-confirmed or a clinical diagnosis) infectious period.

**Exposed Group:** Means all employees at a work location, working area, or a common area at a site, 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. 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



## Modesto City Schools

### Infectious Disease Preparedness and Control Plan

Created: May 2020

Updated: 5/6/22

### IIPP Appendix – COVID-19 Prevention Plan

Page | 4 out of 18

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.

**Returned case:** means a COVID-19 case who returned to work pursuant to subsection 16 and did not develop any COVID-19 symptoms after returning. A person shall only be considered a returned case for 90 days after the initial onset of COVID-19 symptoms or, if the person never developed COVID-19 symptoms, for 90 days after the first positive test. If a period of other than 90 days is required by a CDPH regulation or order, that period shall apply.

**Respirator:** For the limited purposes of COVID-19 prevention regulations only, 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 facepiece respirator.

**Worksite:** For the limited purposes of COVID-19 prevention regulations only, means the building, facility, or other location where a COVID-19 case was present during the infectious period. It does not apply to buildings, floors, or other locations of the site that a COVID-19 case did not enter, locations where the worker worked by themselves without exposure to other employees.

## 5. COVID-19 Symptoms

5.1 Symptoms of COVID-19 may include the following:

- Cough
- Shortness of breath or difficulty breathing
- Fever (100.4 degrees Fahrenheit or higher)
- Chills
- Fatigue
- Headache
- Congestion or runny nose
- Muscle or body aches
- Sore throat
- New loss of taste or smell
- Nausea or vomiting
- Diarrhea

**Please note: According to the CDC, symptoms may appear in as few as 2 days or as long as 14 days after an exposure.**

5.2 How COVID-19 Spreads:

- People who are sharing the same indoor airspace.
- Through respiratory droplets produced when an infected person coughs or sneezes and then lands in the respiratory tract of another person.



## **Modesto City Schools**

### **Infectious Disease Preparedness and Control Plan**

**Created: May 2020**

**Updated: 5/6/22**

### **IIPP Appendix – COVID-19 Prevention Plan**

**Page | 5 out of 18**

- Studies have suggested that it may spread by people who are not showing symptoms

## **6. Communication**

COVID-19 Prevention Program shall include:

6.1 System for communicating; MCS shall do all of the following in a form that is understandable by employees:

- Request that employees report to their immediate supervisor, without fear of reprisal, COVID-19 symptoms, possible COVID-19 exposures, and possible COVID-19 hazards at the workplace.
- Describe procedures or policies for accommodating employees with medical or other conditions that put them at increased risk of severe COVID-19 illness.
- Provide information about access to COVID-19 testing, if testing is required.
- Employees will receive information about COVID-19 hazards and policies/procedures within the District.

Please note: All COVID-19 testing or related medical services provided by the District shall be provided in a matter that ensures the confidentiality of employees.

## **7. Face Coverings**

- 7.1 Face Coverings are strongly recommended to be worn by all employees indoors.
- 7.2 MCS shall not prevent any employee from wearing a face covering when not required by this section, unless it would create a safety hazard, e.g. interfering with the safe operation of equipment.
- 7.3 Employees should contact the site Head Custodians if additional surgical masks are needed.
- 7.4 MCS shall implement measures to communicate to non-employees that face coverings are strongly recommended on their premises.
- 7.5 Face coverings are still required to be worn by staff when present in the Pearson Testing Center, and especially if they are symptomatic and/or positive for COVID-19.



## **Modesto City Schools**

### **Infectious Disease Preparedness and Control Plan**

**Created: May 2020  
Updated: 5/6/22**

### **IIPP Appendix – COVID-19 Prevention Plan**

**Page | 6 out of 18**

## **8. Protection Measures**

8.1 The following are minimum standards that will be in place for all Modesto City Schools employees until further notice.

- 8.1.1 All subcontractors, vendors or anybody else making contact at any MCS location are required to be checked in daily with the Modesto City Schools representative (manager or designee).
- 8.1.2 Any individual that appears to be unwell may NOT be granted access to the site or allowed to start work. Managers are required to contact the Human Resource's office for consultation.
- 8.1.3 Employees are required to perform a self-assessment before returning to work. Should any of the employee's responses change to a "yes" after the initial completion of the COVID-19 Illness/Health Assessment form, the employee is required to stay home and notify their supervisor immediately.
- 8.1.4 Require sick workers/employees – and those displaying flu-like symptoms – to stay home. ("Worker/Employee" means worker or employee for Modesto City Schools, subcontractors, designers, consultants, etc.) For Modesto City School employees, sick leave provisions will apply for employees due to illness and inability to work.
- 8.1.5 In the event employees show signs and symptoms of flu-like or acute respiratory illness symptoms (see *section 11*), the employee should contact their supervisor for guidance and support.
- 8.1.6 Nitrile/vinyl gloves shall be made available throughout each site and office, as necessary.
- 8.1.7 Hand sanitizer shall be provided in every classroom, workroom, workstation, office, cafeteria, and breakroom.
- 8.1.8 Encourage respiratory etiquette, including covering mouth and or nose when coughing and/or sneezing. Cover the mouth and nose with a tissue. If a tissue is not immediately available cough or sneeze into your sleeve, not your hands. After sneezing or coughing, employees should wash their hands with soap and water.
- 8.1.9 MCS may post signage throughout District buildings and work areas to raise awareness and remind employees to practice good personal hygiene, wear PPE appropriately, and follow all MCS safety protocols and procedures.
- 8.1.10 When needed stagger break and lunch time to avoid employees from gathering in one location.
- 8.1.11 When appropriate, meetings are encouraged to be call-in/video conferences.
- 8.1.12 Upon approval of Human Resources and the Division manager, rotation schedules will be considered when appropriate. When employees are to work



## ***Modesto City Schools***

### **Infectious Disease Preparedness and Control Plan**

**Created: May 2020**

**Updated: 5/6/22**

### **IIPP Appendix – COVID-19 Prevention Plan**

**Page | 7 out of 18**

remotely will also be subject to approval from MCS Human Resources and the Division manager. All modified schedules require review and approval by management prior to implementation.

Appropriate schedules may include:

- o Staggered start and ending times
- o AM/PM schedule
- o Alternating days for large departments of employees who have limited workspace

8.1.13 For buildings with mechanical or natural ventilation, or both, MCS shall maximize the quantity of outside air provided to the extent feasible and whether the use of portable High Efficiency Particulate Air (HEPA) filtration units, or other air cleaning systems, would reduce the risk of COVID-19 transmission.

8.1.14 Personal Protective Equipment: Upon request, MCS will provide respirators for voluntary use in compliance with General Industry Safety Order Respiratory Protection subsection 5144(c)(2) to all employees who are working indoors or in vehicles with more than one person. MCS will make respirators for voluntary use available, under this section or within the COVID-19 Prevention Plan. If voluntary use of respirators is to be used by an employee, MCS shall ensure that employees are provided with a respirator of the correct size and that the requirements of GISO 5144 are followed

8.1.15 Testing of symptomatic employees. MCS will make COVID-19 testing available at no cost to employees with COVID-19 symptoms, during employees' paid time.

## ***9. Personal Hygiene Measures***

9.1 The following are measures employees shall follow to help prevent the spread of any virus.

9.1.1 Wash hands frequently with soap and water for a minimum of 20 seconds. If soap and water are not available, use hand sanitizer (60% alcohol content or greater). At a minimum, employees MUST wash hands at the beginning and end of each shift, after using the restroom, before and after each break, after coughing, sneezing, and blowing one's nose.

9.1.2 Encourage respiratory etiquette; including covering mouth and nose when coughing and/or sneezing. Cover the mouth and nose with a tissue. If a tissue is not immediately available cough or sneeze into your sleeve, not your hands.

9.1.3 Avoid touching your eyes, nose, and mouth especially with unwashed hands.





## Modesto City Schools

### Infectious Disease Preparedness and Control Plan

Created: May 2020

Updated: 5/6/22

### IIPP Appendix – COVID-19 Prevention Plan

Page | 8 out of 18

- 9.1.4 Use district approved disinfection/cleaning products for common areas or shared tools.
- 9.1.5 Ensure you read and follow all instructions and safety precautions when using any disinfectant/cleaning product and have the Safety Data Sheets readily available.
- 9.1.6 Stay home if you are sick or feel sick (except to get medical care); be fever-free for 24 hours without the use of a fever-reducing medication (i.e., Motrin, Advil, Aleve, Dayquil, etc.) before returning to work.
- 9.1.7 Face coverings guidelines will be based on local health department/CDC guidelines and/or District requirements.
- 9.1.8 Onsite PPE requirements specific to COVID-19 protection will be based on the individual task requirement and current health department/CDC recommendations/guidelines.

## 10. Investigating and Responding to COVID-19 Cases in the Workplace

- 10.1 MCS has an effective procedure to investigate COVID-19 cases in the workplace. This includes procedures for verifying COVID-19 case status. Receiving information regarding COVID-19 test results and onset of COVID-19 symptoms and identifying and recording COVID-19 cases.
- 10.2 MCS shall take the following actions when there has been a COVID-19 case at the place of employment:
  - 10.2.1 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.
  - 10.2.2 Determine who may have been in an exposed group. 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 17 for exclusion requirements for employees with COVID-19 exposure.
  - 10.2.3 Give notice of the potential COVID-19 exposure, within **one (1)** business day, in a way that does not reveal any personal identifying information of the COVID-19 case, to the following:
    - All employees who may have had COVID-19 exposure and *their* authorized representatives.





## ***Modesto City Schools***

### **Infectious Disease Preparedness and Control Plan**

**Created: May 2020  
Updated: 5/6/22**

### **IIPP Appendix – COVID-19 Prevention Plan**

**Page | 9 out of 18**

- Independent contractors and other employers present at the workplace during the high-risk exposure period.

10.2.4 MCS may 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 subsection 17.3.

10.2.5 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. The person assigned to investigate shall utilize Appendix D: COVID-19 Inspection Form.

10.3 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 MCS under this section and sections throughout the COVID-19 Prevention Plan shall be provided in a manner that ensures the confidentiality of employees, and only after the employee has given MCS their consent to share the information with the District.

EXCEPTION: 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. In-addition, relevant names of COVID-19 cases will be shared with approved MCS staff with a legitimate business need to know various information for the sole purpose of complying with other sections within MCS COVID-19 Prevention Plan as well as to implement the prevailing public health protocols.

10.4 MCS shall ensure that all employee medical records required by this section and sections 3205.1 through 3205.4 of the California Code of Regulations (CCR), 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 10: 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 10.4: 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.



## Modesto City Schools

Infectious Disease Preparedness and Control Plan

Created: May 2020  
Updated: 5/6/22

IIPP Appendix – COVID-19 Prevention Plan

Page | 10 out of 18

### 11. Wellness Check-In

- 11.1 **Every** employee must conduct a self-assessment utilizing the COVID-19 Illness/Health Assessment (Appendix A) or ECE Program employees must complete and submit to their supervisor the COVID-19 Daily Illness/Health Assessment ECE Programs (Appendix B). This wellness check will be used as a guide to determine if the employee can continue to work based on the scenarios below.
- 11.2 Employees will be required to perform a DAILY self-assessment before reporting to work.
  - o **Any temperature of 100.4 degrees Fahrenheit or higher is defined as a fever**
- 11.3 Wellness check form is located within Appendix A or B.
- 11.4 If an employee reports symptom, exposure, or a positive test result, this must be reported to their supervisor, and their supervisor shall complete and submit a Reportable Incident Form (Appendix F) which is located on Informed K-12.

#### Scenario #1: If an Employee Answers **No** to all Questions on Health Assessment

- Any employee who answers **No** to all daily health assessment questions will be permitted to work as long as the daily answers are **No**.

#### Scenario #2: If an Employee is Sick or Shows Signs of Illness

- If an employee calls in sick or exhibits flu-like and/or COVID-19 symptoms either through the wellness check or orally to their supervisor, they may be required to stay home until at least 5 days have passed from symptom onset and/or see a doctor and to await confirmation of testing or doctor recommendation prior to returning to work.
- Employees who appear to have **symptoms** (i.e., fever, cough, or shortness of breath) upon arrival at work or who become sick during the day may immediately be separated from other employees, students, and visitors and sent home.

### 12. Cleaning and Disinfecting

- 12.1 MCS has implemented cleaning and disinfecting procedures. Custodians will clean and disinfect on a scheduled basis.
  - 12.1.1 Employees may clean and disinfect their own workstations and any common areas they use. Supervisors will train all staff in the use of cleaning and disinfecting products.



## ***Modesto City Schools***

### **Infectious Disease Preparedness and Control Plan**

**Created: May 2020**

**Updated: 5/6/22**

### **IIPP Appendix – COVID-19 Prevention Plan**

**Page | 11 out of 18**

### ***13. Disinfection and Recovery***

- 13.1 Area(s) that may require disinfecting, may be temporarily shut down to allow for the proper cleaning and sanitization of potential contaminated area(s).

### ***14. Reporting, Recordkeeping and Access***

- 14.1 MCS shall 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. MCS shall report all information to the local health department as required by Labor Code section 6409.6.
- 14.2 MCS shall maintain appropriate records of the steps taken to implement the written COVID-19 Prevention Program.
- 14.3 The written COVID-19 Prevention Plan shall be made available at the workplace to employees, authorized employee representatives, and to representatives of the Division immediately upon request.
- 14.4 MCS shall 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.
- 14.5 MCS shall maintain records of fully vaccinated employees utilizing the COVID Vaccination Attestation Appendix E online form and verify their vaccination status. Acceptable options for documenting employee vaccination status include:
- 14.5.1 Employees provide proof of vaccination (vaccine card, image of vaccine card or health care document showing vaccination status) and employer maintains a copy.
  - 14.5.2 Employees provide proof of vaccination. MCS maintains a record of the employees who presented proof, but the vaccine record itself; or
  - 14.5.3 Employees who submit the vaccination verification from attach a copy of the required vaccination record. That record stays attached to the form, and is not removed or deleted from the system.

### ***15. Exclusion of COVID-19 cases***

Exclusion of COVID-19 cases and employees who had a close contact. The purpose of this subsection is to limit transmission of COVID-19 in the workplace.



## ***Modesto City Schools***

### **Infectious Disease Preparedness and Control Plan**

**Created: May 2020**

**Updated: 5/6/22**

### **IIPP Appendix – COVID-19 Prevention Plan**

**Page | 12 out of 18**

- 15.1 MCS shall ensure that COVID-19 cases are excluded from the workplace until the return to work requirements of subsection 16.1 are met.
- 15.2 MCS shall exclude from the employees from the workplace, until the return to work requirements of subsection 16 are met, unless one (1) of the exceptions in 15.2.1, 15.2.2, or 15.2.3 applies:
- 15.2.1 Employees who test positive for COVID-19 shall isolate:
- A. Employee status – Everyone, regardless of vaccination status, previous infection or lack of symptoms.
  - B. Action:
    - Stay home for at least 5 days after the start of symptoms (or after the date of first positive test if no symptoms).
    - Isolation can end after day 5 if symptoms are not present or are resolving and a diagnostic specimen (antigen test preferred) collected on day 5 or later tests negative. Refer to subsection 4 related to a COVID-19 test.
    - If unable to test or testing positive on Day 5 (or later), isolation can end, and the employee may return to work after day 10 if fever-free for 24 hours without the use of fever-reducing medications.
    - If fever is present, isolation should be continued until fever resolves.
    - If symptoms, other than a fever, are not resolving, continue to isolate until symptoms are resolving or until after day 10.
    - Wearing a well-fitting mask is strongly recommended around others for a total of 10 days, especially in indoor settings.
- 15.2.2 Employees who are exposed to someone with COVID-19 (No Quarantine)
- A. Employee Status – Everyone, regardless of vaccination status
  - B. Action:
    - Test on day 3-5 after last exposure. Persons infected with SARS COV 2 within the last 90 days do not need to be tested, quarantined, or excluded from work unless symptoms develop.
    - Wearing a well-fitting mask around others for a total of 10 days, especially in indoor settings is strongly recommended.
    - If testing positive, follow isolation recommendations above.
    - If symptoms develop, test and stay home.



## **Modesto City Schools**

### **Infectious Disease Preparedness and Control Plan**

**Created: May 2020**

**Updated: 5/6/22**

### **IIPP Appendix – COVID-19 Prevention Plan**

**Page | 13 out of 18**

- 15.3 In the event MCS does not exclude an employee who had a close contact as permitted by exceptions in subsections 15.2.1, 15.2.2 or 15.2.3, MCS shall provide the employee with information about any applicable precautions recommended by CDPH for persons with close contact.
- 15.4 For employees excluded from work, employers shall continue and maintain an 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. Employers may use employer-provided employee sick leave benefits for this purpose to the extent permitted by law.
- EXCEPTION 1: does not apply where the employee received disability payments or was covered by workers' compensation and received temporary disability.
- EXCEPTION 2: does not apply where MCS can demonstrate that the close contact is not work related.
- 15.5 This section does not limit any other applicable law, employer policy, or collective bargaining agreement that provides for greater protections.
- 15.6 At the time of exclusion, MCS shall provide the employee the information on benefits they are entitled to.

## **16. Return to Work Criteria**

The following return to work criteria shall apply to COVID-19 cases and employees excluded under sections 17 and 18. MCS will demonstrate it has met the applicable requirements below:

- 16.1 COVID-19 cases, regardless of vaccination status or previous infection, those who do not develop COVID-19 symptoms or those with resolving COVID-19 symptoms, shall not return to work until:
- 16.1.1 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
  - 16.1.2 A negative COVID-19 test from a specimen collected on the fifth day or later is obtained; or if unable to test or MCS chooses not to require a test, 10 days have passed from the date the COVID-19 symptoms began or, if the person does not develop COVID-19 symptoms, from the date of first positive COVID-19 test.
  - 16.1.3 At least 5 days have passed since COVID-19 symptoms began or, if the employee does not develop COVID-19 symptoms, from the date of first positive COVID-19 test.
- 16.2 COVID-19 cases, regardless of vaccination status or previous infection, whose COVID-19 symptoms are not resolving, shall not return to work until:



## ***Modesto City Schools***

### **Infectious Disease Preparedness and Control Plan**

**Created: May 2020**

**Updated: 5/6/22**

### **IIPP Appendix – COVID-19 Prevention Plan**

**Page | 14 out of 18**

- 16.2.1 At least 24 hours have passed since a fever of 100.4 degrees Fahrenheit or higher has resolved without the use of fever-reducing medication; and
- 16.2.2 Symptoms are resolving, or 10 days have passed from when the symptoms began.
- 16.3 The requirements of subsection 16.1 or 16.2 apply regardless of whether an employee has previously been excluded or other precautions were taken in response to an employee's close contact or membership in an exposed group. Regardless of vaccination status, previous infection, or lack of COVID-19 symptoms, a COVID-19 case shall wear a face covering in the workplace until 10 days have passed since the date that COVID-19 symptoms began or, if the person did not have COVID-19 symptoms, from the date of their first positive COVID-19 test.
- 16.4 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 with the return to work periods in subsection 16.1, 16.2, or 16.4, as applicable.
- 16.5 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, MCS shall develop, implement, and maintain effective control measures to prevent transmission in the workplace; including providing isolation for the employee at the workplace and, if isolation is not feasible, the use of respirators in the workplace.

## ***17. Multiple COVID-19 Infections and COVID-19 Outbreaks.***

- 17.1 This section applies to a site when **three (3)** or more employee COVID-19 cases occur within an exposed group, as defined by subsection 4, visited the workplace during their infectious period at any time during a 14-day period.
- 17.2 This section shall apply until there are no new COVID-19 cases detected in the exposed group for a 14-day period.
- 17.3 COVID-19 testing.
- 17.3.1 MCS shall make COVID-19 testing to all employees available at no cost to its employees with 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 17.1.
  - (B) For returned cases who did not develop COVID-19 symptoms after returning to work pursuant to subsection 16, no testing is required.



## ***Modesto City Schools***

### **Infectious Disease Preparedness and Control Plan**

**Created: May 2020**

**Updated: 5/6/22**

### **IIPP Appendix – COVID-19 Prevention Plan**

**Page | 15 out of 18**

17.3.2 COVID-19 testing shall consist of the following:

(A) Immediately upon being covered by this section, MCS shall make testing available to all employees in the exposed group, regardless of vaccination status, 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 (17.3.2 A), MCS shall 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 17.2.

(C) Employees who had close contacts shall have a negative COVID-19 test, taken within three (3) and five (5) days after the close contact or shall be excluded and follow the return to work requirements of subsection 16.

17.4 MCS shall 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.

17.5 MCS shall continue to comply with all applicable provisions of the COVID-19 Prevention Plan, and shall also do the following:

17.5.1 Employees in the exposed group shall wear face coverings when indoors, or when outdoors and less than six feet from another person, unless one of the exceptions in subsection 7 applies.

17.5.2 MCS shall give notice to employees in the exposed group of their right to request a respirator for voluntary use under subsection 8.1.15.

17.5.3 MCS shall evaluate whether to implement physical distancing of at least six feet between persons or, where six feet of physical distancing is not feasible, as much distance between persons as feasible.

17.6 COVID-19 Investigation, review and hazard correction. MCS shall 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:

17.6.1 Investigation of new or unabated COVID-19 hazards including the employer's leave policies and practices and 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.





## ***Modesto City Schools***

### **Infectious Disease Preparedness and Control Plan**

**Created: May 2020**

**Updated: 5/6/22**

### **IIPP Appendix – COVID-19 Prevention Plan**

**Page | 16 out of 18**

17.6.2 The review shall be updated every thirty (30) days that this section continues to apply, in response to new information or to new or previously unrecognized COVID-19 hazards, or when otherwise necessary.

- 17.7 MCS shall implement changes to reduce the transmission of COVID-19 based on the investigation and review. MCS shall 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 feasible, requiring respiratory protection, and other applicable controls.

## **18. Major COVID-19 Outbreaks**

- 18.1 This section applies to any site when there are **twenty (20)** or more COVID-19 cases in an exposed group who visited the workplace during the infectious period within a 30-day period.
- 18.2 This section shall apply until there are fewer than three (3) COVID-19 cases detected in the exposed group for a 14-day period.
- 18.3 MCS shall continue to comply with subsection 17, except that the COVID-19 testing described in section 17.3 shall be required of all employees in the exposed group, regardless of vaccination status, or more frequently if recommended by the local health department. Employees in the exposed group shall be tested or shall be excluded and follow the return to work requirements of subsection 16 starting from the date that the outbreak begins.
- 18.4 MCS shall take the following actions:
- 18.4.1 Provide a respirator for voluntary use to employees in the exposed group. Voluntary use of respirators will comply with GISO 5144 requirements.
  - 18.4.2 Any employees in the exposed group who are not wearing respirators required by MCS and used in compliance with section 5144 shall be separated from other persons by at least six feet, except where an employer can demonstrate that six feet of separation is not feasible, and except for momentary exposure while persons are in movement. Methods of physical distancing include: telework or other remote work arrangements; reducing the number of persons in an area at one time, including visitors; visual cues such as signs and floor markings to indicate where employees and others should be located or their direction and path of travel; staggered arrival, departure, work, and break times; and adjusted work processes or procedures, such as reducing production speed, to allow greater distance between employees. When it is not feasible to maintain a distance of at least six feet, individuals shall be as far apart as feasible.
  - 18.4.3 MCS will evaluate whether to halt some or all operations at the workplace until COVID-19 hazards have been corrected.



## **Modesto City Schools**

### **Infectious Disease Preparedness and Control Plan**

**Created: May 2020**

**Updated: 5/6/22**

### **IIPP Appendix – COVID-19 Prevention Plan**

**Page | 17 out of 18**


18.4.4 Any 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.

## **19. Contractors Performing Work on District Facilities**

- 19.1 All contractors who may perform onsite work on District grounds/buildings shall submit their written COVID-19 protection program to the Modesto City Schools Supervisor, Environmental Health & Safety prior to beginning any work.
- 19.2 Contractor programs must meet at a minimum, all State, Federal, Local and CDC requirements.
- 19.3 Contractor employees shall conduct daily health assessments for all of their employees who will be performing work at any District location.
- 19.4 If any employee, subcontractor, or vendor are observed not following these District safety measures, they may be asked to leave the site immediately and proper notifications will be made.

## **20. Training**

- 20.1 Ongoing discussion regarding COVID-19 shall be part of our daily task analysis with the discussion including, but not limited to:
  - COVID-19 policies and procedures to protect employees from COVID-19 hazards.
  - 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, MCS 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 COVID-19 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.
  - Signs/symptoms of COVID-19.
  - Washing of hands regularly and thoroughly with soap and water for at least 20 seconds; use of hand sanitizer when employees do not have immediate access to a sink or hand washing facility, and that the hand sanitizer does not work if the hands are soiled.
  - Wear proper PPE as needed.

	<b>Modesto City Schools</b>	
	<b>Infectious Disease Preparedness and Control Plan</b>	Created: May 2020 Updated: 5/6/22
	<b>IIPP Appendix – COVID-19 Prevention Plan</b>	Page   18 out of 18

- Proper use and knowing the hazards of the cleaning/disinfection products to be used.
- COVID-19 symptoms, and the importance of not coming to work and obtaining a COVID-19 test if the employee has COVID-19 symptoms.
- Employees may refer to the [www.cdc.gov](http://www.cdc.gov) website for up to date information.
- Employees may refer to this website for OSHA information: [www.osha.gov/SLTC/covid-19/](http://www.osha.gov/SLTC/covid-19/)

## 21. Forms

21.1 The following Appendices are a part of this procedure:

- [21.1.1. Appendix A – Daily Illness/Health Assessment](#)
- [21.1.2. Appendix B – Daily Illness/Health Assessment -ECE Staff](#)
- [21.1.3 Appendix C – Reportable Incident Form](#)
- [21.1.4 Appendix D - COVID-19 Inspections](#)
- [21.1.5 Appendix E – COVID Vaccination Attestation](#)