



CAMPUS SAFETY PLAN (CSP) and COVID-19 PREVENTION PROGRAM (CPP)

This COVID-19 Prevention Program (CPP) has been put in place to meet the requirements of a Campus Safety Plan (CSP) and to control exposures to the SARS-CoV-2 virus that may occur in our campus locations, as well as providing a preparation tool to ensure our responses and efforts are at the highest effectiveness. The Renaissance International School is dedicated to containing and limiting the spread of COVID-19 arising from our on-campus activities. We are committed to implementing all requirements of the Alameda County Department of Health, California Department of Public Health, California Department of Education, OSHA, and Cal/OSHA, as well as those of our CA Department of Social Services for our Early Childhood Center. We aim to adhere to best practices in the containment of COVID-19.

DATE PREPARED OR MOST RECENTLY REVIEWED AND UPDATED

February 09, 2021

STATEMENT OF AUTHORITY AND RESPONSIBILITY

The Head of School has overall authority and responsibility for implementing the provisions of this CPP in our workplace. In addition, all administrators are responsible for implementing and maintaining the CPP in their assigned work areas and for ensuring that employees receive answers to questions about the program in a language which they understand and are comfortable using to communicate.

In addition, all employees are responsible for using safe practices, following all directives, policies, procedures, and protocols, and assisting in the maintenance of a safe work environment.

I. PURPOSE

The purpose of The Renaissance International School's (TRIS) COVID-19 Prevention Program (CPP) is to provide employees a healthy and safe workplace as required under the California Occupational Safety and Health Act.

Nothing in this CPP precludes TRIS from complying with federal, state, or local laws or guidance that recommends or requires measures that are more prescriptive and/or restrictive than are included.

II. SCOPE

This CPP applies to all TRIS employees except for employees who are teleworking.

III. DEFINITIONS

For the purposes of the CPP, the following definitions shall apply:

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

COVID-19 case means a person who meets one of the following criteria:

- Has a positive "COVID-19 test"
- Is subject to a COVID-19-related order to isolate issued by a local or state health official
- Has died due to COVID-19 (based on the determination of a local health department or per inclusion in the COVID-19 county statistics).

Close contact COVID-19 exposure means being within six feet of a COVID-19 positive case for a cumulative total of 15 minutes or greater in any 24-hour period within or overlapping with the high-risk exposure period. This applies regardless of the use of face coverings.

COVID-19 hazard means exposure to potentially infectious material that may contain SARS-CoV-2, the virus that causes COVID-19. Potentially infectious materials include airborne droplets, small particle aerosols, and airborne droplet nuclei, which most commonly result from a person or persons exhaling, talking, or vocalizing, coughing, or sneezing. This also includes objects or surfaces that may be contaminated with SARS-CoV-2.

COVID-19 symptoms means one or more of the following:

- Fever of 100 degrees Fahrenheit or higher
- Chills
- Cough
- Shortness of breath
- Difficulty breathing
- Fatigue
- Muscle or body aches

- Headache
- New loss of taste or smell
- Sore throat
- Congestion or runny nose
- Nausea or vomiting
- Diarrhea

These symptoms can only be dismissed when a licensed health care professional determines the person’s symptoms were caused by a known condition other than COVID-19.

COVID-19 test means a PCR test for SARS-CoV-2 that is approved by the United States Food and Drug Administration (FDA) or has an Emergency Use Authorization from the FDA to diagnose current infection with the SARS-CoV-2 virus; and is administered in accordance with the FDA approval or the FDA Emergency Use Authorization.

Exposed workplace means any work location, working area, or common area at work used or accessed by a COVID-19 case during the high-risk period, including bathrooms, walkways, hallways, aisles, break or eating areas, and waiting areas.

The exposed workplace does not include buildings or facilities not entered by a COVID-19 case. It does include any locations in which the COVID-19 case worked during the high-risk exposure period.

Face covering means a tightly woven fabric or non-woven material with no visible holes or openings, which covers the nose and mouth.

High-risk exposure period means:

- For persons who develop COVID-19 symptoms:
 - From two days before they first develop symptoms until ten 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
- 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.

IV. PROGRAM

A. SYSTEM FOR COMMUNICATING WITH TRIS EMPLOYEES

1. Reporting COVID-19 Symptoms, Possible COVID-19 Close Contact Exposures, and Possible COVID-19 Hazards at School Facilities

TRIS policy requires that employees immediately report to the Head of Administration or the Head of School any of the following:

- If an employee has any COVID-19 symptoms
- If an employee believes they have had a possible COVID-19 close contact exposure
- Any possible COVID-19 hazards at any of TRIS's facilities

TRIS will not discriminate or retaliate against any employee who makes a report.

2. Accommodations Process for Employees at Increased Risk of Severe COVID-19 Illness

TRIS policy is to provide an accommodation process for employees who can demonstrate that they are or may be at higher risk of severe illness from COVID-19.

All employees are encouraged to review the list of medical conditions and other conditions and factors identified by the CDC as placing an individual at increased risk of severe illness from COVID-19. The CDC identifies the following individuals as being at an increased risk of severe COVID-19 illness: <https://www.cdc.gov/coronavirus/2019-ncov/need-extra-precautions/index.html>.

To request an accommodation under the school's policy, employees may make a request with the Head of School. Once requested by an employee, the school will engage in an interactive process with the employee to discuss the efficacy and reasonableness of possible accommodations.

3. COVID-19 Testing

TRIS may require that employees who report to work on campus be tested for COVID-19. If so, the school will inform employees of the reason that testing is required.

TRIS will also inform employees of the possible consequences of a positive COVID-19 test, which may include, but is not limited to, a requirement that the employee not report for work on campus during the high-risk exposure period and satisfying the minimum criteria to return to work, as defined in Section IV.K.

TRIS has adopted policies and procedures when testing is required to ensure the confidentiality of employees and to comply with the Confidentiality of Medical Information Act ("CMIA"). Specifically, the school will keep confidential all personal identifying information of COVID-19 cases or persons with COVID-19 symptoms unless expressly authorized by the employee to disclose such information or as otherwise permitted or required under the law.

Current practice is for TRIS to test weekly to screen for asymptomatic or pre-symptomatic cases, in order to exclude cases that might otherwise contribute to in-school transmission. All on-campus employees are tested under this program. Employees are not required to test through the school program, but, if tested elsewhere, must present proof of a negative test result to work on campus.

4. COVID-19 Hazards

TRIS will notify employees and employers of any subcontracted employees of any potential COVID-19 exposure at a school facility where a COVID-19 case and employees were present on the same day.

The school will notify employees of such potential exposures within one business day, in a way that does not reveal any personal identifying information of the COVID-19 case.

The school will also notify employees of cleaning and disinfecting measures the school is undertaking in order to ensure the health and safety of the facility where the potential exposure occurred.

B. IDENTIFICATION AND EVALUATION OF COVID-19 HAZARDS AT SCHOOL FACILITIES

1. Screening Employees for COVID-19 Symptoms

The school has adopted screening procedures, which include a daily at-home health screening prior to coming on campus. This protocol screens for all COVID-19 symptoms and requires a temperature check for an employee to be cleared to report to the campus.

2. Responding to Employees with COVID-19 Symptoms

Should an employee present COVID-19 symptoms either through the daily at-home health screening or developing after on campus, the employee will be instructed to remain at or return to their home and not report to work until such time as the employee satisfies the minimum criteria to return to work, as set forth in Section IV.K.

TRIS will advise the employee of any time-off or leave benefits to which they may be entitled during this self-quarantine period.

The school has adopted policies and procedures that ensure the confidentiality of employees and compliance with the CMIA. The school will not disclose to other employees, except for those who need to know, the fact that the employee is experiencing symptoms associated with COVID-19.

3. The School's Response to COVID-19 Cases

In the event that a TRIS employee tests positive for COVID-19 or is diagnosed with COVID-19 by a healthcare provider, the school will instruct the employee to remain at or return to their home and not report to work until such time as the employee satisfies the minimum criteria to return to work set forth in Section IV.K.

The school will advise the employee of any time-off benefits or leaves to which they may be entitled during this self-isolation period.

TRIS will comply with all reporting and recording obligations as required under the law, including, but not limited to, reporting the COVID-19 case to the following individuals and institutions as required based on the individual circumstances:

- Alameda County Public Health Department
- Cal/OSHA
- Employees who were present on campus when the COVID-19 case was present
- Employers of subcontracted employees who were on campus
- The TRIS workers' compensation plan administrator

If possible, the school will interview the COVID-19 case in order to ascertain the nature and circumstances of any contact that the employee may have had with other employees during the high-risk exposure period. If the school determines that there were any close contact COVID-19 exposures, the school will instruct those employees to remain at their home and not report to work until such time as the employees satisfy the minimum criteria to return to work set forth in Section IV.K.

TRIS has adopted policies and procedures that ensure the confidentiality of employees and compliance with the CMIA. The school will not disclose to other employees, except for those who need to know, the fact that the employee tested positive for or was diagnosed with COVID-19. The school will keep confidential all personal identifying information of COVID-19 cases unless expressly authorized by the employee to disclose such information or as other permitted or required under the law.

4. Workplace-Specific Identification of COVID-19 Hazards

TRIS has conducted and continues to conduct regular workplace-specific assessments of all interactions, areas, activities, processes, equipment, and materials that could potentially expose employees to COVID-19 hazards.

As part of this process, the school identified places and times when employees might congregate or come in contact with one another, regardless of whether employees are performing an assigned work task or not, including , for example, during meetings or trainings, in and around entrances, restrooms, halls, walkways, break or eating areas, and waiting areas and designed specific protocols and procedures to mitigate or eliminate these exposures.

As part of this process, the school also identified potential workplace exposure to all other persons at school facilities, including students, parents of students, employees of other entities, members of the public, and independent contractors. The school considered how employees and these other persons enter, leave, and travel through the facilities and, in response, re-designed traffic flows and facilities use.

The school addressed possible exposures in or around employees' fixed workspaces and/or classrooms by implementing cohorting, restricting movement on each campus to one-way walking traffic, limiting access to buildings, and encouraging remote work when appropriate.

As part of this process, the school treated all persons, regardless of symptoms or negative COVID-19 test results, as potentially infectious.

5. Maximization of Outdoor Air

For indoor areas of the school's facilities, the school evaluated how to maximize the exposure to outdoor air. Upon arrival at school, teachers and staff open all windows and keep doors open to promote air flow in the classrooms. When the temperature drops below 60 degrees Fahrenheit the doors will remain closed, but windows will remain open. An exception will occur on any day in which the air quality index is 100 or above. On those days, all windows and doors will be kept closed until students are picked up. Parents will be encouraged to pick their children up early. When the air quality index reaches an unhealthy level of 150 and above, the school will close all in-person classes. Students will access their classes online from home.

6. Compliance with Applicable State and Local Health Orders

TRIS monitors applicable health orders and guidance from the State of California and the Alameda County Public Health Department related to COVID-19 hazards and prevention, including information of general application and information specific to the school's location and operations.

The school fully and faithfully complies with all applicable orders and guidance from the State of California and the Alameda County Public Health Department. To ensure such compliance, the school regularly notifies its key personnel of any significant or relevant changes to these orders to ensure that its program evolves and remains in compliance.

7. Evaluation of Existing COVID-19 Prevention Controls and Adoption of Additional Controls

Periodically, TRIS will evaluate existing COVID-19 prevention controls at the workplace and assess whether there is a need for different and/or additional controls.

This includes evaluation of controls related to the correction of COVID-19 hazards, physical distancing, face coverings, engineering controls, sanitary options (hand washing stations), and administrative controls.

8. Periodic Inspections

The school will conduct periodic inspections of its facilities as needed to identify unhealthy conditions, work practices, and work procedures related to COVID-19 and to ensure compliance with the school's COVID-19 policies and procedures.

C. INVESTIGATING AND RESPONDING TO COVID-19 CASES AT SCHOOL FACILITIES

1. Procedure to Investigate COVID-19 Cases

The school has a procedure for investigating COVID-19 cases in the workplace. The procedure includes:

- Verification of COVID-19 case status

- Receiving information regarding COVID-19 test results
- Receiving information regarding the presentation of COVID-19 symptoms
- Identifying and recording all COVID-19 cases.

2. Response to Positive COVID-19 Cases

As indicated above in Section IV.B.3., in the event that an employee tests positive for COVID-19 or is diagnosed with COVID-19 by a health care provider, the school will instruct the employee to remain at or return to their home and not report to work until such time as the employee satisfies the minimum criteria to return to work set forth in Section IV.K.

3. Contact Tracing

If possible, TRIS will interview the COVID-19 case in order to ascertain the following information:

- The date on which the employee tested positive, if asymptomatic, or the date on which the employee first presented COVID-19 symptoms, if symptomatic
- The COVID-19 case's recent work history, including the day and time they were last present at a school facility
- The nature and circumstances of the COVID-19 case's contact with other employees during the high-risk exposure period, including whether there was any close contact COVID-19 exposure.

If the school determines that there were any close contact COVID-19 exposures, the school will instruct those employees to remain at their home and not report to work until such time as the employees satisfy the minimum criteria to return to work set forth in Section IV.K.

Contact tracing will be the primary responsibility of the Head of School.

4. Reporting the Potential Exposure to Other Employees and Non-Employees

TRIS will comply with all reporting and recording obligations as required under the law, including, but not limited to, reporting the COVID-19 case to the following individuals and institutions as required based on the individual circumstances:

- Employees who were present at a school facility when the COVID-19 case was present
- Independent contractors who were present at a school facility when the COVID-19 case was present

5. Leave and Compensation Benefits for Close Contact Exposures

TRIS will provide these individuals with information regarding COVID-19-related benefits to which the employee may be entitled under applicable federal, state, or local laws. This includes any benefits available under workers' compensation law, the federal Families First Coronavirus Response Act (FFCRA) extension, local governmental requirements, and the school's own leave policies.

The school will continue to provide and will maintain these employees' 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.

The school may require that these employees use employer-provided employee sick leave benefits for this purpose if other sources are not available.

6. Investigation to Determine Whether Workplace Conditions Contributed to COVID-19 Exposure

The school will investigate in order to determine whether any workplace conditions could have contributed to the risk of COVID-19 exposure and based on that investigation, make any changes necessary to mitigate exposure to COVID-19 hazards.

7. Confidential Medical Information

The school will protect the confidentiality of the COVID-19 case, and will not disclose to other employees, except for those who need to know, the fact that the employee (who will only be identified as an "individual in the cohort or community") tested positive for or was diagnosed with COVID-19.

The school will keep confidential all personal identifying information of COVID-19 cases unless expressly authorized by the employee in writing to disclose such information or as otherwise permitted or required under the law.

D. CORRECTION OF COVID-19 HAZARDS AT SCHOOL FACILITIES

The school will implement effective policies and/or procedures for correcting unsafe or unhealthy conditions, work practices, policies and procedures in a timely manner based on the severity of the hazard.

This includes, but is not limited to, implementing controls and/or policies and procedures in response to the evaluations conducted related to the identification and evaluation of COVID-19 hazards and investigating and responding to COVID-19 cases in the workplace. This also includes implementing controls related to physical distancing, face coverings, engineering controls, sanitary facilities, and administrative controls.

E. TRAINING AND INSTRUCTION OF EMPLOYEES

1. COVID-19 Symptoms

The school provided employees training and instruction on COVID-19 symptoms, including advising employees of COVID-19 symptoms, which include the following: (1) fever of 100 degrees Fahrenheit or higher or chills; (2) cough; (3) shortness of breath or difficulty breathing; (4) fatigue; (5) muscle or body aches; (6) headache; (7) new loss of taste or smell; (8) sore throat; (9) congestion or runny nose; (10) nausea or vomiting; or (11) diarrhea, unless a licensed health care professional determines the person's symptoms were caused by a known condition other than COVID-19.

The school monitors and adheres to guidance by the CDC concerning COVID-19 symptoms, including as provided at the following web address:

<https://www.cdc.gov/coronavirus/2019-ncov/symptoms-testing/symptoms.html>

The school will advise employees in the event that the CDC makes any changes to its guidance concerning such symptoms.

The school provided employees instruction on the importance of not coming to work and obtaining a COVID-19 test if the employee has COVID-19 symptoms. This instruction is emphasized in regular communications with all employees.

2. School's COVID-19 Policies and Procedures

TRIS provides regular updates to employees on the school's policies and procedures to prevent COVID-19 hazards at school facilities and to protect school employees. These updates are provided through virtual meetings and school-wide e-mails.

3. COVID-19 Related Benefits

TRIS advised employees of the leaves to which they may be entitled under applicable federal, state, or local laws. This includes any benefits available under workers' compensation law, the FFCRA extension, and the school's own time-off and leave policies.

When an employee requires leave or is directed not to report to work by the school, the school will advise the employee of the time-off and leaves to which the employee may be entitled for that specific reason.

4. Spread and Transmission of the Virus that Causes COVID-19

The school advised employees of 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.

The school further advised employees of the fact that particles containing the virus can travel more than six feet, especially indoors, so physical distancing must be combined with other controls, including face coverings and hand hygiene, including hand washing, in order to be effective. This advice is repeated at regular intervals in multiple communications to employees.

5. Methods and Importance of Physical Distancing, Face Coverings, and Hand Hygiene

TRIS advised employees of the methods and importance of physical distancing, face coverings, and hand hygiene, including hand washing.

The school trained and instructed employees on the importance of frequent hand washing with soap and water for at least 20 seconds and using hand sanitizer when employees do

not have immediate access to a sink or hand washing facility, and that hand sanitizer does not work if the hands are soiled.

The school trained and instructed employees on the proper use of face coverings and the fact that face coverings are not respiratory protective equipment.

F. PHYSICAL DISTANCING

TRIS requires that all employees be separated from other persons by at least six feet, except where the school can demonstrate that six feet of separation is not possible and where there is momentary exposure while persons are in movement.

The school has adopted several methods by which it increases physical distancing including, but not limited to, the following:

- Providing employees the opportunity to telework as appropriate for their position
- Reducing the number of persons in an area at one time
- Posting visual cues such as signs and floor markings to indicate where employees and others should be located or their direction and path of travel

When it is not possible for employees to maintain a distance of at least six feet, the school requires individuals to be as far apart as possible.

G. FACE COVERINGS

1. Face Covering Requirement

The school provides face coverings of various types and sizes to employees and requires that such face coverings are worn by employees and individuals at school facilities.

School policy adheres to orders and guidance provided by the California Department of Public Health and the Alameda County Public Health Department.

The school's policy on the use of face coverings ensures that they are worn over the nose and mouth while on school property, with the exception of while an individual is eating or drinking.

The school's policy requires that face coverings are clean and undamaged. The school's policy allows for face shields to be used to supplement, and not supplant face coverings.

TRIS policy provides for the following exceptions to the face coverings requirement:

- When an employee is alone in a room.
- While eating and drinking at school, provided employees are at least six feet apart and either outside or inside with as much outside air coming in as possible.
- 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.

- Specific tasks which cannot feasibly be performed with a facecovering. This exception is limited to the time period in which such tasks are actually being performed, and the unmasked employee shall be at least six feet away from all other persons.

2. Required Use of Effective Non-Restrictive Alternative for Employees Exempted from Face Covering Requirement

TRIS policy requires that employees who are exempted from wearing face coverings due to a medical condition, mental health condition, or disability wear an effective non-restrictive alternative, such as a face shield with a drape on the bottom, if their condition or disability permits it.

3. Physical Distancing Required If Employee Is Not Wearing Face Covering or Non-Restrictive Alternative

TRIS policy requires that all employees wear face coverings. If an employee is exempted from wearing a face covering the employee shall work only outside and be at least six feet apart from all other persons.

4. Prohibition on Preventing Employees from Wearing Face Covering

TRIS does not prevent any employee from wearing a face covering when wearing a face covering is not required by this section, unless wearing a face covering would create a safety hazard, such as interfering with the safe operation of equipment.

5. Communication to Non-Employees Regarding Face Covering Requirement

TRIS posts signage to inform non-employees that the school requires the use of face coverings at school facilities. All non-employees are met by an employee informing them of this requirement and offering face coverings if needed.

6. Policies to Reduce COVID-19 Hazards Originating from Persons Not Wearing Face Coverings

TRIS has developed COVID-19 policies and procedures to minimize employee exposure to COVID-19 hazards originating from any person not wearing a face covering, including a member of the public.

These policies include requiring that employees and non-employees wear face coverings at school facilities, maintain physical distance from persons not wearing a face covering, and observe proper hand hygiene.

H. OTHER ENGINEERING CONTROLS AND ADMINISTRATIVE CONTROLS

1. Maximization of Outdoor Air

As provided above at Section IV.B.5., for indoor school facilities, the school evaluated how to maximize the quantity of outdoor air.

Upon arrival at school, teachers and staff open all windows and keep doors open to promote air flow in the classrooms. When the temperature drops below 60 degrees

Fahrenheit the doors will remain closed, but windows will remain open. An exception will occur on any day in which the air quality index is 100 or above. On those days, all windows and doors will be kept closed until students are picked up. Parents will be encouraged to pick their children up early. When the air quality index reaches an unhealthy level of 150 and above, the school will close all in-person classes. Students will access their classes online from home..

2. Cleaning and Disinfecting Procedures

The school's cleaning and disinfecting policy requires the following:

- Identifying and regularly cleaning and disinfecting frequently touched surfaces and objects, such as doorknobs, equipment, tools, handles, controls, and bathroom surfaces. The school will inform employees and authorized employee representatives of cleaning and disinfection protocols, including the planned frequency and scope of regular cleaning and disinfection.
- Prohibiting the sharing of that employees come in regular physical contact with such as phones, headsets, desks, keyboards, writing materials, instruments, and tools. When it is not feasible to prevent sharing, sharing will be minimized and such items and equipment shall be disinfected between uses by different people.
- Cleaning and disinfection of areas, material, and equipment used by a COVID-19 case during the high-risk exposure period.
- TRIS requires that cleaning and disinfecting must be done in a manner that does not create a hazard to employees or independent contractors.

3. Evaluation of Handwashing Facilities

In order to protect employees, TRIS evaluated its handwashing facilities in order to determine the need for additional facilities, replace, where possible, high contact fixtures with contactless fixtures, encourage and allow time for employee handwashing, and provide employees with an effective hand sanitizer.

The school encourages employees to wash their hands for at least 20 seconds each time through the use of regular communications and posted visual aids.

The school does not provide hand sanitizers with methyl alcohol.

I. REPORTING, RECORDKEEPING, AND ACCESS

1. Reporting COVID-19 Cases to the Alameda County Public Health Department

In accordance with applicable law and any relevant public health guidance, TRIS will report information about COVID-19 cases in the workplace to the Alameda County Public Health Department.

The school will provide any related information requested by the local health department.

2. Reporting Serious COVID-19 Illnesses and Deaths to Cal/OSHA

In accordance with applicable law, the school will immediately report to Cal/OSHA any serious COVID-19-related illnesses or deaths of employees occurring at a school facility or in connection with any employment related activity.

In accordance with applicable law, the school will record any serious work-related COVID-19 related illnesses or deaths.

3. Maintenance of Records Related to the Adoption of the CPP

In accordance with applicable law, the school will maintain records of the steps taken to implement this CPP.

4. Availability of the CPP for Inspection

TRIS will make this written CPP available to employees at school facilities and will post it on its website.

The school will make this written CPP available to Cal/OSHA representatives immediately upon request.

5. Records Related to COVID-19 Cases

The school will keep a record of and track all COVID-19 cases with the following information:

- Employee’s name
- Contact information
- Occupation
- Location where the employee worked
- Date of the last day at the workplace
- Date of a positive COVID-19 test

In accordance with the Confidentiality of Medical Information Act (“CMIA”) and applicable law, the school will keep employees’ medical information confidential.

In accordance with the CMIA and applicable law, the school will make this information available to employees with personal identifying information removed. The school will also make this information available as otherwise required by law.

J. EXCLUSION OF COVID-19 CASES

1. Exclusion of COVID-19 Cases from School Facilities

The school will ensure that COVID-19 cases are excluded from the workplace until the individual satisfies the minimum return to work criteria provided for in Section IV.K.

2. Exclusion of Employees with Close Contact COVID-19 Exposures from School Facilities

As advised in the most recent guidance from the Alameda County Public Health Department, the school will exclude employees with close contact COVID-19 exposure from the workplace for 10 days after the last known close contact COVID-19 exposure.

3. Provision of Benefits to those Excluded from Work as a Result of a Positive COVID-19 Test or Diagnosis or a Close Contact COVID-19 Exposure

a. Employees Who Are Able to Telework During Isolation or Quarantine Period

The school will allow employees who are able to telework, and are able and available to work, to telework during the isolation or quarantine period. The school will provide these employees their normal compensation for the work that they perform for the school during the isolation or quarantine period.

b. Employees Who Are Unable to Telework During Isolation or Quarantine Period

The provision of benefits described below does not apply to:

- School employees who the school can demonstrate that the close contact COVID-19 exposure was not work-related
- School employees who are unable to work for reasons other than protecting employees and non-employees at school facilities from possible COVID-19 transmission.

Such employees may still use paid sick leave for the purpose of receiving compensation during the isolation or quarantine period if they elect to do so.

The school may consider benefit payments from the FFCRA extension in determining how to maintain earnings, rights, and benefits, where permitted by law and when not covered by workers' compensation.

4. Provision of Information Concerning Benefits to Excluded Employees

At the time of exclusion, the school will provide the excluded employee the information on 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 FFCRA extension, and the school's own time-off and leave policies

K. RETURN TO WORK CRITERIA

1. Minimum Criteria to Return to Work for Symptomatic COVID-19 Cases

TRIS policy requires that COVID-19 cases with COVID-19 symptoms remain at their home and not report to any school facility until they satisfy each of the following conditions:

- At least 24 hours have passed since a fever of 100 or higher has resolved without the use of fever-reducing medications;
- COVID-19 symptoms have improved; and
- At least 10 days have passed since COVID-19 symptoms first appeared.

2. Minimum Criteria to Return to Work for Asymptomatic COVID-19 Cases

TRIS policy requires that COVID-19 cases who tested positive but never developed COVID-19 symptoms not report to any school facility until a minimum of 10 days have passed since the date of specimen collection of their first positive COVID-19 test.

3. COVID-19 Testing Not Required in Order to Return to Work

In accordance with CDC guidance concerning symptom-based strategies for the discontinuation of isolation, the school does not require employees submit to a COVID-19 test, or produce a negative COVID-19 test result, in order to return to work.

4. Minimum Criteria to Return to Work for Employees Directed to Self-Quarantine or Isolate by a State or Local Health Official

If an employee is subject to an isolation or quarantine order issued by a state or local health official, TRIS policy requires that the employee not report to any school facility until the period of isolation or quarantine is completed or the order is lifted.

If the order did not specify a definite isolation or quarantine period, then the period shall be 10 days from the time the order to isolate was effective, or 10 days from the time the order to quarantine was effective.

5. Allowance by Cal/OSHA for an Employee to Return to Work

If there are no violations of state or local health officer orders for isolation or quarantine, Cal/OSHA 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, TRIS will develop, implement, and maintain effective control measures to prevent transmission in the workplace including providing isolation for the employee at the school facility and, if isolation is not possible, the use of respiratory protection in the workplace.