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DISTRICT ADVISORY COMMITTEE (DAC)

December 17, 2020

David Simmons

Assistant Superintendent, Human Resources

Goleta Union School District

Who makes the Rules?

- Center for Disease Control
- California Public Health Department
- Santa Barbara Public Health Department
- Workers Compensation
- CalOSHA
- Governor's Orders

Sites are Open

RED

Socially Distanced and
Small Cohorts

- Brandon
- Ellwood
- Hollister
- Kellogg
- Mt. View
- Learning Tree

PURPLE

Socially Distanced and
Smaller Cohorts

- El Camino
- Foothill
- Isla Vista
- La Patera

Dashboard—Positive Cases Since March

School Site	Number of Staff (In-Person)*	Confirmed Cases**		Origin of Cases	Cohorts Closed
		Students	Staff	School Campus Y/N/Undetermined	
Brandon	58	1	0	N	1
El Camino	55	0	0	N	0
Ellwood	62	0	0	N	0
Foothill	51	0	0	N	0
Hollister	60	0	0	N	0
Isla Vista	56	0	0	N	0
Kellogg	71	0	0	N	0
La Patera	48	0	0	N	0
Mt. View	47	0	1	N	0
District Office	30	0	2	N	0
Central Kitchen	7	0	0	N	0
MOT	58	0	1	N	0
Learning Tree	25	0	1	N	2

Accommodations

- GUSD has an accommodation process for employees who have a medical or other condition identified by the Centers for Disease Control and Prevention or the employees' health care provider as placing or potentially placing the employees at increased risk of severe COVID-19 illness.

- CDC guidance provides that adults of any age with the following conditions are at increased risk of severe illness from the virus that causes COVID-19:
 - *Cancer*
 - *Chronic kidney disease*
 - *COPD (chronic obstructive pulmonary disease)*
 - *Heart conditions, such as heart failure, coronary artery disease, or cardiomyopathies*
 - *Immunocompromised state (weakened immune system) from solid organ transplant*
 - *Obesity (body mass index [BMI] of 30 kg/m² or higher but < 40 kg/m²)*
 - *Severe Obesity (BMI ≥ 40 kg/m²)*
 - *Pregnancy*
 - *Sickle cell disease*
 - *Smoking*
 - *Type 2 diabetes mellitus*

Over 65?

Self-Screening: Part 1

- All staff will self-screen before leaving for work (check temperature to ensure temperatures below 100 degrees Fahrenheit, check for symptoms outlined by public health officials).
- Staff must stay home if they have symptoms consistent with COVID-19 or if they have had contact with an individual diagnosed with COVID-19.
- Please notify your director or principal and SOM if you must stay home.
- The next two slides contain the four questions you must ask yourself every day before entering your workplace.

Self-Screening: Part 2

- Every day before entering your workplace you must ask yourself these four questions.
 1. Do you have any of these symptoms that are not caused by another condition?
 - *Fever over 100 degrees or chills*
 - *Cough*
 - *Shortness of breath or difficulty breathing*
 - *Fatigue*
 - *Muscle or body aches*
 - *Headache*
 - *Recent loss of taste or smell*
 - *Sore throat*
 - *Congestion or runny nose*
 - *Nausea or vomiting*
 - *Diarrhea*
 - *Rash*
 - *Red (bloodshot) eyes*
 - *Abdominal pain*
 - *Neck pain/stiffness*

■ Continued on next slide...

Self-Screening: Part 3

2. Within the past 14 days, have you had contact with anyone that you know had COVID-19 or COVID-like symptoms? Contact is being 6 feet (2 meters) or closer for more than 15 minutes with a person, or having direct contact with fluids from a person with COVID-19 (for example, being coughed or sneezed on).
3. Have you had a positive COVID-19 test for active virus in the past 10 days?
4. Within the past 14 days, has a public health or medical professional told you to self-monitor, self-isolate, or self-quarantine because of concerns about COVID-19 infection?

What happens then? This is the process— Part 1

1. Employee contacts supervisor to report an absence due to COVID-19 symptoms or possible COVID-19 exposure. Employee puts the absence in Aesop as “sick leave”.
2. Supervisor asks employee for the phone number they can be reached at and directs employee to stay home and wait for a call from a RN.
3. Supervisor emails employee info to HR and the RNs.
4. After triaging, the nurse will direct the employee to follow SBPHD guidance befitting their specific circumstances, e.g., go to work or remain at home, seek medical care, monitor symptoms. The nurse will also advise the employee that HR will follow up with more info on leave time/sick time.

What happens then? This is the process— Part 2

5. RN emails HR to let them know the details of the employee illness and what follow-up is required.
 6. RN emails supervisor (cc's HR) to let supervisor know that employee can report for work immediately or will be out for a yet to be determined period of time.
 7. HR will send FFCRA forms to the employee, as applicable. HR will change the Sick Leave to FFCRA leave.
 8. HR will notify supervisor when employee can return to work.
- All of our nurses have become certified as contract tracers. Goleta is unique in the breadth and depth of resources we can bring to bear on any problem!

Contact Tracing

High Risk Symptoms

- Fever >100
- New onset or worsening cough
- Difficulty breathing
- New loss of taste or smell

Low Risk Symptoms

- Sore throat
- Nausea
- Vomiting
- Diarrhea
- Abdominal pain
- Chills
- Muscle ache/pain
- Excessive fatigue
- Headache
- Nasal congestion**

**Nasal congestion is now off the list!

COVID-19 Illness and Quarantine Guidelines

PERSON A



Any person who has tested positive for COVID-19.
Confirmed with lab result.

With symptoms:

Isolation until the following requirements have been met:

- ✓ 10 days since symptoms first appeared **and**
- ✓ 24 hours (1 day) with no fever (without the use of fever-reducing medicine) **and**
- ✓ [Symptoms](#) have improved

The 24 hours without fever may possibly occur within the 10 days of isolation, or after the 10 days

Without symptoms (Asymptomatic):

Quarantine for 10 days from test date:

- ✓ Monitor self for symptoms, take temperature twice a day
- ✓ Released from quarantine after 10 days have passed as long as no symptoms have been present

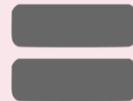
PERSON B



Any person who lives in the same household with Person A

NO symptoms:

- ✓ Quarantine immediately
- ✓ Quarantine while **Person A** is ill and isolated
- ✓ Quarantine an additional 14 days after **Person A** has recovered and been released
- ✓ Quarantine can last up to 24 days or longer



Recovered and Released

PERSON C



Any person with close contact to Person A
(>15 min, < 6 feet)

Quarantine for 14 days following date of last exposure

- ✓ Monitor self for symptoms, take temperature twice a day
- ✓ Notify Primary Care Provider if symptoms develop

PERSON D



Any person who has had exposure to Person B or C

NO QUARANTINE OR ACTION REQUIRED *unless*:

- Person B** develops symptoms OR tests positive and **Person D** had contact with within 14 days **then**:
- ✓ contact Primary Care Provider to see about testing
- ✓ Contact Health Services with questions regarding timing and exposure
- ✓ Clear on daily self-health screening tool

Definitions:

Isolation separates infected people with a contagious disease from people who are not sick.

Quarantine separates and restricts the movement of people who were exposed to a contagious disease to see if they become sick.

Close Contact defined as anyone who was within 6 feet of an infected person for at least 15 minutes, starting from 48 hours before the person began feeling sick until the time the person was isolated.

Contact Tracing

Exposure

- Negative test result
- Cleared to return, after:
 - *Quarantine for 14 to 24 days following date of last exposure; and*
 - Monitor self for symptoms, take temperature twice a day.
 - *Notify Primary Care Provider if symptoms develop*
 - *See Persons A and B, above*

Symptomatic

- Negative test result
- Cleared to return, after:
 - *Symptoms improve without medication; and*
 - *Fever-free for 24 hours without medication.*

OSHA: Physical Distancing

- All employees shall be separated from others by at least six feet, unless an employer can demonstrate that six feet of separation is not possible.

OSHA: Face Coverings

- Employers shall provide face coverings and ensure employees wear those over the nose and mouth when indoors or when outdoors and less than six feet away from another person.
- Anyone not wearing a face covering or face shield should be at least six feet apart from all others unless the person is tested at least twice weekly for COVID-19.

Investigating and Responding to COVID- Up to 10 cases in the workplace

- The employer shall offer COVID-19 testing at no cost to employees during their normal working hours to all employees who had potential COVID-19 exposure in the workplace and provide them with specified information.
- Give notice of potential COVID-19 exposure within one business day in a manner that does not reveal personal information.

Exclusion of COVID-19 cases

- Anyone who tests positive for COVID-19 should be excluded from the workplace until the return to work requirements are satisfied.
- Anyone exposed to COVID-19 must be excluded from work for 14 days after their last known exposure.
- Employers must continue and maintain an employee's earnings, seniority and benefits through either sick leave benefits, public benefits or other means.

Return to Work

- Workers with COVID-19 shall not return to work until at least 10 days have passed since symptoms first appeared, and at least a day since a fever of 100.4 or higher has been resolved.
 - *A negative test is not required.*
- Those who have tested positive for the coronavirus but have no symptoms shall not return to work until at least 10 days have passed since they first tested positive for COVID-19.
 - *A negative test is not required.*

Cleaning

- Frequently touched surfaces and objects like tables, desks, and other surfaces, chairs, doorknobs and handles, light switches, phones, keyboards, toilets, faucets, rails, and touch screens will be cleaned and then disinfected using an EPA-approved disinfectant.
- Other indoor surfaces and objects will be cleaned.
- Games, art supplies, and other instructional materials will be cleaned and disinfected.
- The premises will be closed for at least 4 days.
- Soft and porous materials like carpet or fabric will be thoroughly cleaned or laundered.
- Buses will be cleaned and disinfected.
- Playground equipment will be cleaned and disinfected.
- HVAC filters will be changed.
- Devices that are used by students and/or employees will be sanitized.
- When premises are (re)opened, adopted health screening for students and staff are conducted daily.

Benefits in Case of Exposure

- Up to 10 workdays of Emergency Paid Sick Leave under the Families First Coronavirus Response Act (FFCRA) available through December 31, 2020
- Up to 12 workweeks of leave pursuant to the Family and Medical Leave Act (FMLA) and the California Family Rights Act (CFRA)
- Up to 60 workdays of Worker's Compensation / Industrial Accident Leave
 - *If COVID-19 was caused by work, then you are entitled to workers' compensation benefits which may include: full hospital, surgical and medical treatment; temporary disability; permanent disability; Supplemental Job Displacement Benefits; and death benefits.*
- Personal Sick Leave
- Extended Illness Leave (Differential or Other Entitlement)

Workers Compensation Employer Reporting Requirements under LC § 3212.88(i)

When the employer knows or reasonably should know that an employee has tested positive for COVID-19, the employer shall report to their WC claims administrator in writing within three business days all of the following:

1. The date that the employee tests positive, which is the date the specimen was collected for testing.
2. The specific address or addresses of the employee's specific place of employment during the 14-day period preceding the date of the employee's positive test.
3. The highest number of employees who reported to work at the employee's specific place of employment in the 45-day period preceding the last day the employee worked at each specific place of employment.

Multiple COVID-19 Infections and Outbreaks

- Applies to a place of employment that has been identified by a local health department as a location of a COVID-19 outbreak or when there are three or more cases within a 14-day period.
- Testing: The employer shall provide testing to all employees at the exposed workplace except for employees not present during the outbreak. Testing procedures shall consist of:
 - *Immediately upon becoming a location of an outbreak, all employees at the workplace must be tested immediately and then again one week later.*
 - *Then, employers shall provide continuous testing of employees who remain the workplace at least once per week until they are no longer considered to be in an outbreak situation.*

Multiple COVID-19 Infections and Outbreaks

- Applies to a place of employment that has been identified by a local health department as a location of a COVID-19 outbreak or when there are three or more cases within a 14-day period.
- Notification: Employer shall contact the local health department immediately but no longer than 48 hours after the employer knows of three or more cases.

Families First Coronavirus Response Act: Emergency Paid Sick Leave

- The Act provides for emergency paid sick leave, as follows:
 1. Eligible employees may be provided emergency paid sick leave who are unable to work or telework for one of the following reasons related to COVID-19:
 - a) *The employee is subject to a quarantine or isolation order by federal state or local government (see 4a below)*
 - b) *The employee has been advised to self-quarantine by a healthcare provider (see 4a below)*
 - c) *The employee is experiencing symptoms and seeking medical diagnosis (see 4a below)*
 - d) *The employee is caring for someone subject to (a) or (b) {see 4b below}*
 - e) *The employee is caring for a child whose school or childcare is closed or unavailable "due to COVID-19 precautions"(see 4b below)*
 - f) *The employee is experiencing a "substantially similar condition" as specified by certain federal agencies. (see 4a below)*

FFCRA: Emergency Paid Sick Leave

- The Act additionally provides for emergency paid sick leave, as follows (continued):
 2. Full-time employees may receive 80 hours of emergency paid sick leave; part-time employees get a prorated amount. Emergency paid sick leave does not carry over year-to-year.
 3. Emergency paid sick leave is available immediately, regardless of how long the employee has been employed.
 4. Compensation depends on the reason for emergency paid sick leave.
 - a) *If the leave is because the employee is subject to a government order or healthcare provider's recommendation for quarantine or isolation, the employee is paid based on the employee's regular pay rate, up to a maximum of \$511 per day and \$5,110 in the aggregate.*
 - b) *If the leave is because the employee is caring for someone under quarantine or isolation, or because for a child whose school or childcare has closed or is unavailable, the employee is paid based on two thirds of the employee's regular rate of pay, up to a maximum of \$200 per day and \$2,000 in the aggregate.*
 5. An employee may first use emergency paid sick leave before using any other paid leaves.

FFCRA expires on December 31, 2020.

FFCRA: Emergency Family and Medical Leave Expansion

- Eligible employees who are unable to work or telework because their minor child's school or childcare is closed or unavailable are entitled to 12 workweeks of leave. employee is eligible if the employee has been employed for at least 30 calendar days.
- An eligible employee who is unable to work or telework due to a need to care for a child because the school or childcare provider is closed or unavailable is entitled to 12 workweeks of leave.
 - a) *The child(ren) must be under the age of 18.*
 - b) *The closure or unavailability must be due to a COVID-19-related public health emergency declared by a Federal, State, or local authority.*
 - c) *"School" is defined as "elementary" or "secondary" school.*
 - d) *"Child care provider" means a provider who receives compensation for providing child care services on a regular basis.*
- The employee is entitled to 12 workweeks of leave.
 - a. *The first 10 days are unpaid unless the employee substitutes vacation, personal leave, or sick leave for unpaid FMLA.*
 - b. *The remainder of the leave is paid at not less than 2/3 pay, and shall not exceed \$200 per day and \$10,000 total.*

FFCRA expires on December 31, 2020.

Individual Surveillance Testing Every Other Month

■ 625 employees @ \$115 per test	\$71,875
■ Insurance Coverage	\$55,430
■ Net Cost to GUSD	\$16,445

Individual Surveillance Testing More Often Than Every Other Month

- 625 employees @ \$115 per test \$71,875
- Insurance Coverage \$0
- Net Cost to GUSD \$ 71,875

Pooled Surveillance Testing Every Other Month

■ 625 employees @ \$75 per test	\$46,875
■ Insurance Coverage (est.)	\$36,150
■ Net Cost to GUSD (est.)	\$10,725

Pooled Surveillance Testing More Often Than Every Other Month

- | | |
|---------------------------------|----------|
| ■ 625 employees @ \$75 per test | \$46,875 |
| ■ Insurance Coverage (est.) | \$0 |
| ■ Net Cost to GUSD (est.) | \$46,875 |

Individual Surveillance Testing More Often Than Every Other Month For Site-based Instructional Staff

- 200 employees @ \$75 per test \$15,000
- Insurance Coverage (est.) \$0
- Net Cost to GUSD (est.) \$15,000

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QUESTIONS?

Thank you!