



Bear River High School Ghidotti Early College High School Nevada Union High School North Point Academy Silver Springs High School

COVID-19 Employee Health and Safety Plan 2022 – 2023 School Year

August 12, 2022

This guidance includes mandatory requirements for staff. This guidance is intended to support safe, in-person learning in District schools and mitigate the spread of COVID-19. Disease management strategies in District schools are guided by the principle that safe, in-person learning is critical to student well-being and development. It is subject to change, as COVID-19 conditions can shift rapidly and our response in schools must remain nimble and responsive to dynamic challenges. The guidance is effective July 1, 2022, unless otherwise stated, and will continue to be reviewed regularly by the California Department of Public Health (CDPH). In workplaces, employers are subject to the Cal/OSHA COVID-19 Emergency Temporary Standards (ETS) or in some workplaces the Cal/OSHA Aerosol Transmissible Diseases Standard, and should consult those regulations for additional applicable requirements.

Requirement for Employees to Provide Proof of Vaccination or Undergo Weekly COVID Testing

1. The [California Department of Public Health issued a mandate on August 11, 2021](#), requiring that all unvaccinated employees or those that decline to state their vaccination status, must be tested for COVID-19 on a weekly basis. Read the full State Public Health Officer Order [here](#).
2. Home tests are allowable per CDPH for weekly testing of staff who are unvaccinated. Staff will be provided with home antigen tests to be used for weekly testing. Staff shall provide test results with their name and date of the test written on the face of the test 72 hours prior to school commencing each week (Ex. School starts Monday at 8:30 am, the test results should be received by 8:30 am the prior Friday). An image of the test result shall be submitted electronically to the email address - covidreporting@njuhsd.com.

Health Screening:

Passive (Self) Screening: Staff must self-screen for symptoms at home daily. This is called passive screening. If a person is sick or exhibits symptoms of COVID-19, they may not come to school and will follow the [Managing Individuals with Symptoms](#) guidelines. Signs of illness include fever or chills (100.4 degrees or higher), cough, shortness of breath or difficulty breathing, fatigue, muscle or body aches, headache, the new loss of taste or smell, sore throat, congestion or runny nose, nausea or vomiting, and diarrhea per CDC guidelines.

Per the Cal/OSHA COVID-19 Emergency Temporary Standards (ETS), the following requirements currently apply for all employees:

Table 1: Exclusion Requirements for Employees Who Test Positive for COVID-19

<p>Requirements apply to all employees, regardless of vaccination status, previous infection, or lack of symptoms.</p>	<ul style="list-style-type: none"> ○ Employees who test positive for COVID-19 must be excluded from the workplace for at least 5 days after start of symptoms or after date of first positive test if no symptoms. ○ Isolation can end and employees may return to the workplace after day 5 if symptoms are not present or are resolving, and a diagnostic specimen* collected on day 5 or later tests negative. ○ If an employee’s test on day 5 (or later) is positive, isolation can end and the employee may return to the workplace after day 10 if they are fever-free for 24 hours without the use of fever-reducing medications. ○ If an employee is unable to or choosing not to test¹, isolation can end, and the employee may return to the workplace after day 10 if they are fever-free for 24 hours without the use of fever-reducing medications. ○ If an employee has a fever**, isolation must continue and the employee may not return to work until 24 hours after the fever resolves without the use of fever-reducing medications. ○ If an employee’s symptoms other than fever are not resolving, they may not return to work until their symptoms are resolving or until after day 10.
	<ul style="list-style-type: none"> ○ Employees must wear face coverings around others for a total of 10 days. Please refer the FAQs regarding face coverings for additional information <p>*Antigen test preferred.</p> <p>**A fever is a measured body temperature of 100.4 degrees Fahrenheit or higher.</p>

Face Coverings:

1. No person can be prevented from wearing a mask as a condition of participation in an activity or entry into a school, unless wearing a mask would pose a safety hazard (e.g., watersports).
2. Each school will have face masks available for staff and student use as requested.
3. Unless otherwise directed by local health departments or local educational agencies, students and staff should follow CDPH masking guidance for the general public, as well as masking guidance for specific situations referenced below (e.g., when having

symptoms, being infected, or exposed).

Testing:

1. Testing remains a key mitigation layer to detect and curb transmission of COVID-19. Schools are encouraged to ensure access to COVID-19 testing for students and staff, particularly for vulnerable communities. Schools should review support and resources offered by the California COVID-19 Testing Task Force, as well as those available through healthcare insurers, local, and federal sources.
2. Due to the increased travel and social interactions that often occur during school breaks, it is recommended that students and staff get tested for COVID-19 prior to returning to school following major breaks (e.g., summer, winter, spring).

For the District's full plan visit the NJUHSD website under the [COVID information tab](#).