

2021/2022
INJURY AND ILLNESS
PREVENTION PROGRAM

Escondido Union High School District
302 N. Midway Drive
Escondido, CA 92027

Risk Management
Escondido Union High School District
(760) 291-3238

ASSIGNMENT OF RESPONSIBILITY (Title 8 California Code of Regulations §3203(a)(1))

EUHSD's lead Injury and Illness Prevention Program (IIPP) Administrator is:

Anne Staffieri, Superintendent
302 N. Midway Dr., Escondido, CA 92027
(760) 291-3201

EUHSD's Co-administrator for our IIPP is:

Courtney Goode, Assistant Superintendent, Human Resources
302 N. Midway Dr., Escondido, CA 92027
(760) 291-3281

- This IIPP applies to all schools within our district.
- Each school in our district has been assigned a safety supervisor. School-site safety supervisors are responsible for implementing and maintaining this IIPP at their school sites and for answering employee questions about the district's IIPP. Each school-site safety supervisor has a copy of this IIPP. Please refer to Form A, located at the end of this plan for list of the district's school-site safety supervisors who will implement and maintain the IIPP at their school sites.

The master copy of this IIPP can be found at the District Service Center.

Other copies of the IIPP may be found at each school site within the district and online at:

<https://www.euhd.org/business-services/risk-safety/IIPP%20Written%20Injury%20Program%202019.pdf>

HAZARD ASSESSMENT / INSPECTION (Title 8 CCR §3203(a)(4))

Periodic inspections to identify and evaluate hazards in our schools sites will be performed by one or more of the following checked individuals:

- ✓ School-site safety supervisors in their school sites
- ✓ Our district's IIPP Administrator(s)/SASH Coordinator(s)
- ✓ Accident Investigation Team

Periodic inspections are always performed according to the following schedule:

- ✓ When we initially established our IIPP.
- ✓ Whenever new substances, processes, procedures or equipment which present potential new hazards are introduced into our workplace.
- ✓ Whenever new, previously unidentified hazards are recognized.
- ✓ Whenever occupational injuries and illnesses occur.
- ✓ Whenever workplace conditions warrant an inspection.
- ✓ When we hire and/or reassign permanent or intermittent workers to processes operations, or tasks for which a hazard evaluation has not been previously conducted.

ACCIDENT / EXPOSURE INVESTIGATIONS (Title 8 CCR §3203(a)(5))

Investigations of workplace accidents, hazardous substance exposures and near accidents will be conducted by:

Andrea Perreault, Risk Management Specialist & Site Accident Investigator

Our procedures for investigating workplace accidents and hazardous substance exposures include:

- Visiting the scene as soon as possible.
- Interviewing injured employees and witnesses.
- Determining the cause of the accident/exposure.
- Examining the workplace and the incident for underlying causes associated with the accident/exposure.
- Taking corrective action to prevent the accident/exposure from reoccurring.
- Recording the findings and actions taken.

HAZARD CORRECTION (Title 8 CCR §3203(a)(6))

Unsafe or unhealthy work conditions, practices or procedures will be corrected in a timely manner based on the severity of the hazards. Hazards will be corrected according to the following procedures:

- ✓ When observed or discovered; and
- ✓ When an imminent hazard exists which cannot be immediately abated without endangering employee(s) and/or property, we will remove all exposed employees from the area except those necessary to correct the existing condition. Employees who are required to correct the hazardous condition will be provided with the necessary protection and training.

COMMUNICATION WITH EMPLOYEES ABOUT SAFETY (Title 8 CCR §3203(a)(3))

All supervisors are responsible for communicating with their employees about occupational safety and health in a form readily understandable by all employees. Our communication system encourages all employees to inform supervisors about workplace hazards without fear of reprisal.

Our communication system includes all of the following checked items:

A.

- ✓ New employee orientation including a discussion of safety and health policies and procedures.
- ✓ Follow-through by supervisors to ensure effectiveness.
- ✓ Worksite-specific health and safety training.
- ✓ Regularly scheduled safety meetings.
 - Our district safety meetings for each of the school sites within the district and including Maintenance and Operations, are held on the first Tuesday of every month at 10:00 am.
 - Each site holds site safety meeting, comprised of Facilities Administrator and site custodial personnel.
 - District Service Center safety meetings are held every three months on the first Tuesday of the month.
- ✓ Effective communication of safety and health concerns between workers and supervisors, including language translation where appropriate.
- ✓ Posted or distributed safety information.
- ✓ A system for employees to anonymously inform administration about workplace hazards. This system involves a written report sent via intra-district mail to Risk Management.

TRAINING AND INSTRUCTION (Title 8 CCR §3203(a)(7))

All employees, including supervisors, will have training and instruction on general and job-specific safety and health practices. Training and instruction is provided according the following schedule:

- ✓ When our IIPP was first established.
- ✓ To all new employees.
- ✓ To all employees given new job assignments for which training has not previously provided.
- ✓ Whenever new substances, processes, procedures, or equipment are introduced to the school district and represent a new hazard.
- ✓ Whenever anyone is made aware of a new or previously unrecognized hazard.
- ✓ To supervisors to familiarize them with the safety and health hazards to which employees under their immediate direction and control may be exposed.
- ✓ To all employees about the hazards specific to each employee's job assignment.

This training will include (but is not limited to):

- ✓ An explanation of our IIPP, emergency action plan, fire prevention plan, measures for reporting any unsafe conditions, work practices, injuries and any additional instructions that are needed.
- ✓ The availability of toilet, hand-washing, and drinking water facilities.
- ✓ Provisions for medical services and first aid, including emergency procedures.
- ✓ Proper housekeeping, such as keeping stairways and aisles clear, keeping work areas neat and orderly, and promptly cleaning up spills.
- ✓ Proper storage to prevent:
 - stacking goods in an unstable manner
 - storing materials and good against doors, exits, for extinguishing equipment and electrical panels.

Where applicable, training may also include:

- ✓ The prevention of musculoskeletal disorders, including proper lifting techniques.
- ✓ The use of appropriate clothing, including gloves, footwear, and personal protective equipment.
- ✓ Information about chemical hazards to which employees could be exposed and other hazard communication program information.
- ✓ Proper food and beverage storage to prevent them from becoming contaminated.
- ✓ For COVID-19 training topics, review the [Injury and Illness Prevention Program COVID-19 Addendum](#).

In addition, Department Directors and Supervising Administrators provide specific instructions to all workers regarding hazards unique to their job assignment, to the extent that such information was not already covered in other trainings.

EMPLOYEE COMPLIANCE WITH SAFETY PROCEDURES (Title 8 CCR §3203(a)(2))

All district employees, including supervisors, are responsible for complying with safe and healthful work practices. Our system of ensuring that all employees comply with these practices includes all of the following checked practices:

- ✓ Informing employees of the provisions of our IIPP.
- ✓ Evaluating the safety performance of all employees.
- ✓ Providing training to employees whose safety performance is deficient.
- ✓ Recognizing employees who perform safe and healthful work practices.

RECORDKEEPING AND DOCUMENTATION (Title 8 CCR 3203(b))

Although school districts are not required to keep records or documentation of the elements of an IIPP, except the written program itself, our school district maintains the following records to help us more efficiently and effectively implement our IIPP:

- ✓ Records of scheduled and periodic inspections (to identify unsafe conditions and work practices, including the names of the person(s) conducting the inspection, the unsafe conditions and the work practices that have been identified, as well as the action(s) taken to correct the identified unsafe conditions and work practices. These records are maintained for at least one (1) year.
- ✓ Documentation of our safety and health training.

Injury and Illness Prevention Program COVID-19 Addendum

General Measures

The district has established and will maintain continued communication with local and State authorities to determine current disease levels and control measures in our community.

The district continues to regularly review updated guidance from state agencies, including the California Department of Public Health, San Diego County Office of Public Health, and Cal/OSHA..

The district's Local Health Office is:
San Diego County Public Health
649 W Mission Ave #2, Escondido, CA 92025
(760) 740-3000

Employee Training

The district will provide regular training for employees on the following topics using interactive methods that are easy to understand including verbal, visual, audiovisual and picture-centered handouts and other resources:

- Training and instruction include:
- Our COVID-19 policies and procedures to protect employees from COVID-19 hazards.
- Information regarding COVID-19-related benefits to which the employee may be entitled, under applicable federal, state, or local laws.
- What COVID-19 is and how it is spread, signs and symptoms of COVID-19, when to seek medical attention if not feeling well, and that:
- COVID-19 is an infectious disease that can be spread through the air.
- COVID-19 may be transmitted when a person touches a contaminated object and then touches their eyes, nose, or mouth.
- COVID-19 may be transmitted between individuals in close contact with one another.
- An infectious person may have no symptoms.
- Methods of physical distancing of at least six feet and the impacts of combining physical distancing with the wearing of face coverings.
- The fact that particles containing the virus can travel more than six feet, especially indoors, and why mitigation strategies, including face coverings, hand hygiene, and increased ventilation have been implemented.

- The right of employees that are not fully vaccinated to request a respirator for voluntary use, without fear of retaliation, and our policies for providing the respirators. Employees voluntarily using respirators will be trained according to section 5144(c)(2) requirements:
- How to properly wear respirators, how to perform a seal check according to the manufacturer's instructions each time a respirator is worn, and the fact that facial hair can interfere with a seal.
- The importance of frequent hand washing with soap and water for at least 20 seconds, 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.
- Proper use of face coverings and N95s and the purpose of each item (face coverings are not respiratory protective equipment and N95s offer more protection from airborne disease)
- The conditions where face coverings must be worn at the workplace.
- That face coverings are additionally recommended outdoors for people who are not fully vaccinated if six feet of distance cannot be maintained.
- Employees can request face coverings and can wear them at work regardless of vaccination status and without fear of retaliation.
- COVID-19 symptoms, and the importance of obtaining a COVID-19 test and not coming to work if the employee has COVID-19 symptoms.
- Recommended Personal Protective Equipment (PPE) and storage location
- Information on our COVID-19 policies and how to access COVID-19 testing and vaccination.
- Staff cleaning expectations and how to safely use cleansers and disinfectants.
- Campus Visitors protocol.
- Potential exposure protocol.
- Sanitation protocol.
- Reading labels, wearing proper personal protective equipment (PPE), hazard review and steps to minimize harm to employees using those products.

Work Practice Controls to Help Prevent the Spread of COVID-19

Physical Distancing

Recent evidence indicates that in-person instruction can occur safely without minimum physical distancing requirements when other mitigation strategies (e.g., masking) are implemented.

In the classroom and when school is in session we implement physical distancing to the extent possible. In general, CDC recommends that individuals who are not fully vaccinated maintain physical distance of at least 6 feet from other people who are not in their household. However, less than 6 feet of physical distance is admissible when other prevention strategies, are implemented, to include:

- Indoor masking, passive screening, improved ventilation, handwashing and covering coughs and sneezes, staying home when sick with symptoms of infectious illness including COVID-19, and regular cleaning to help reduce transmission risk.

Physical distancing requirements have been eliminated except where an employer determines there is a hazard and for certain employees during major outbreaks.

Partitions/plastic barriers will continue to be used in areas on campus (e.g., plexi-glass partitions will be appropriate in reception areas, health check stations, classrooms and high traffic areas) where in-person transactions must take place.)

Face Coverings

SARS-CoV-2, the virus that causes COVID-19, is transmitted primarily by aerosols (airborne transmission), and less frequently by droplets. Masks are one of the most effective measures for source control of both aerosols and droplets.

Employees are provided clean, undamaged (disposable) face coverings to be properly worn over the nose and mouth at all times and where/when required by orders from the California Department of Public Health (CDPH) or local health department. Additionally, employees may use their own face coverings at all times, while at work. Disposable face coverings may be obtained from the Assistant Principal over Facilities.

Per CDPH:

- Face coverings are required, regardless of vaccination status, while indoors at K-12 schools when sharing spaces with K-12 students. This applies for all school sites with students in grades K-12 (Escondido, San Pasqual, Orange Glen, and Valley High Schools, and Del Lago Academy)
- Face coverings are not required for fully vaccinated individuals, but are required for unvaccinated individuals, while indoors at non-K-12 school facilities. This includes the District Service Center, Maintenance and Operations, Transportation, Warehouse, Escondido Adult School, and START.
- Face coverings are not required, but are recommended for unvaccinated persons, outdoors at all EUHSD locations
- Face covering are required on all district vehicles and buses
- Visitors are required to wear face coverings.

The following are exceptions to the use of face coverings in our workplace:

- When an employee is alone in a room.
- While eating and drinking at the workplace, provided employees are at least six feet apart and outside air supply to the area, if indoors, has been maximized to the extent possible.
- Employees wearing respiratory protection (N95s) in accordance with CCR Title 8 section 5144, COVID-19 Prevention Emergency Temporary Standards or other safety orders .
- 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. Alternatives will be considered on a case-by-case basis.

- Specific tasks that cannot feasibly be performed with a face covering. This exception is limited to the time in which such tasks are being performed.

An employee is not prevented from wearing a face covering when it is not required unless it would create a safety hazard, such as interfering with the safe operation of equipment. Face coverings will be provided to any employee that requests one, regardless of their vaccination status.

Engineering Controls

The following are mitigation strategies to protect workers by removing the hazardous condition or by placing a barrier between the worker and the hazard.

- Workstation relocation or redirection
- Plexi-glass barriers
- HVAC systems operate in the mode which delivers the most, fresh air changes per hour. Units will begin each day at 100% outside air and modulate down to 15%, as weather dictates. Air filter shall be MERV-13 and changed at recommended intervals. HVAC systems are located at each school site and operated and maintained by trained Maintenance and Operations Personnel.
 - Rooms that do not have HVAC systems, that are compatible with MERV-13 filters, have been provided a portable air purifier.
 - Staff have the option of requesting a previously purchased HEPA air filter for use in their workspace/classroom/office.
 - Allow manual adjustment as needed to maintain fresh air indoors, should the outside air intake/circulation need to be minimized due to other hazards such as heat or wildfire, smoke, or when the EPA Air Quality Index is greater than 100 for any pollutant.
 - Follow applicable orders and guidance from the State of California and local health department related to COVID-19 hazards and prevention, including [CDPH Interim guidance for Ventilation, Filtration, and Air Quality in Indoor Environments](#).
 - Instruct employees to notify their site safety supervisor regarding units for HVAC service/maintenance requests, with the supervisor then inputting a work order via School Dude, if needed.
- Ensure that all areas used as isolation space/room for an individual presenting COVID - 19 symptoms use minimal recirculated air and utilize outdoor spaces as feasible.

Cleaning and Disinfecting

Employees can protect themselves by keeping their workstations clean. All employees are encouraged to clean their workstation at the start of each shift and at any time they feel it is necessary.

For general workstation cleaning: spray bottles (soap and water solutions) and paper towels are readily available and kept stocked in each site's custodial office. Employees should contact their site Assistant Principal over Facilities or their Head Custodian to obtain cleaning supplies for their work area.

We have established cleaning and sanitization standards in conjunction with the Centers for Disease Control (CDC) recommendations to provide for the health and safety of all employees and visitors.

- CLEANING - Physical removal of soil (dirt and debris) from surfaces which can include the use of water and detergent.
- SANITIZATION - Treating a surface to effectively reduce microorganisms of public health significance. Cleaning before sanitizing is recommended.
- DISINFECTING - Destroying or inactivating microorganisms, including bacteria and viruses on surfaces.
 - Frequently touched surfaces (desks, seats, light switches, doorknobs, etc.) will be cleaned nightly by the custodial crew.
 - Restrooms will be cleaned on a regular basis.
 - Offices/classrooms will be cleaned nightly.
- Custodians will follow CalOSHA requirements including proper ventilation during cleaning and disinfecting.
- Cleaning products used by trained custodial staff are FDA approved. Each product is vetted, and its use is identified for specific cleaning purposes. Safety precautions and information on the makeup of each cleaning product can be found in the Safety Data Sheet (SDS) for the product. Product SDS information can be found in the employee lounge and online in the operations section of the District website

Where there is a confirmed COVID-19 case in our workplace, the following procedures are implemented:

- General area(s) where the positive case worked and/or materials and equipment used by a COVID-19 case during the high-risk exposure period will be cleaned and disinfected if the area, material, or equipment is indoors and will be used by another employee, within 24 hours of the COVID-19 case.
- Cleaning of the entire general area where the infected employee worked and may have been, including breakrooms, restrooms and travel areas, with an EPA approved for use, disinfectant.
 - Cleaning product used for COVID-19 sanitation: [730 HP Disinfectant](#)

[Cleaner](#) (Safety Data Sheet available upon request and in paper form at each site).

- All personnel cleaning the area have completed the required OSHA, CalDPR, and Manufacturer trainings. This allows them to safely and effectively clean and sanitize. Additionally, applicable personnel are equipped with the proper PPE for COVID-19 disinfection (disposable gown, gloves, eye protection, mask, or respirator if being utilized) in addition to PPE required for cleaning products per manufacturer guidelines.

Shared Tools, Equipment and Personal Protective Equipment (PPE)

PPE must not be shared, e.g., gloves, goggles and face shields.

Items that employees come in regular physical contact with, such as phones, headsets, desks, keyboards, writing materials, instruments and tools should not be shared, to the extent feasible. Where there must be sharing, the employee should clean shared workstations and work items before and after use using the soap and water cleaning solution. For items that cannot be cleaned (e.g., copier) employees may use hand sanitizer or wash their hands after use.

Sharing of vehicles will be minimized to the extent feasible, and high-touch points (for example, steering wheel, door handles, seat belt buckles, armrests, shifter, etc.) should be cleaned between users.

Hand Sanitizing

The virus that causes COVID-19 cannot be transmitted through your skin, but it can be transferred from surfaces to your nose, eyes, or mouth by way of your hands. Frequent hand washing is the best form of prevention.

In order to implement effective hand sanitizing procedures, we:

- Provide handwashing facilities in restrooms, faculty and student nutrition kitchens, and certain classrooms.
- Provide hand sanitizer for individual desks
- Installed hand sanitizer stations at each school entrance, in classrooms and at communal areas and areas with shared office equipment (e.g., copiers, printers, and break rooms).
- Encourage employees to wash their hands for 20 seconds with soap and water.
- Instruct staff that hand washing should occur after using the restroom, before and after eating, when coming and going to and from work, after interactions with others, after contacting shared surfaces or tools and after blowing nose or sneezing.
- Encourage employees to wash their hands or use hand sanitizer each time they enter a room, and each time they return to their workstation after using shared materials or equipment and immediately after removing or adjusting protective

items like face coverings or disposable gloves.

Personal Protective Equipment (PPE)

We evaluate the need for PPE (such as gloves, respirators, goggles, and face shields, etc.) as required by CCR Title 8, sections 3380 and 5144, and provide such PPE as needed. Use of eye protection and respiratory protection is in accordance with section 5144 when employees are or may be exposed to procedures that may aerosolize potentially infectious material, during the cleaning and disinfecting process.

We provide and ensure use of N95 respirators in compliance with section 5144 when deemed necessary by Cal/OSHA.

Upon employee request, N95 respirators are provided for voluntary use to all employees who are not fully vaccinated and who are working indoors or in vehicles with more than one person. Additionally, respirators will be provided to any employee in an exposed group, during a *major outbreak* (for voluntary use).

To request/receive an N95:

1. Email Human Resources Director
2. Self-attestation records will be confirmed
3. Risk Management will provide training
 - o Medical clearance, fit testing and training is required for all employees utilizing the N95.
4. Site Administrator will provide Respirator supplies

For the complete respiratory plan, visit: [EUHSD Respiratory Plan](#).

Additional PPE considerations:

- Face Shields (without cloth drape) may be used in conjunction with face covering, for added protection, if employee chooses.
- Face Shields (with cloth drape tucked in to shirt) may be used in place of a face coverings under the following circumstances: as an accommodation due to allowed exemption; by employees who are likely to interact with a person who has a hearing impairment; when providing or participating in form of therapy that requires the student/client and/or therapist to see the other person's face, by students who cannot tolerate a face covering over the nose and mouth; when necessary as eye protection to prevent the possibility of contact with bodily fluids.
- Gloves are recommended for use when: specified by the manufacturer for safe handling of certain cleaning products; when contact with body fluids is possible; by staff who interact frequently with members of the public, when receiving documents or other transactions; by employees who are responsible for interacting with persons who are known or reasonably suspected of having symptoms associated with COVID-19
- Goggles are available to staff and recommended to use alongside face covering, but not in conjunction with face shield.

Outbreak Management

Site Administrators will implement COVID-19 infection prevention procedures per the COVID-19 Prevention Program and manage COVID-related issues among employees.

- While at work, if an employee begins not feeling well and is exhibiting symptoms that may be attributed to COVID-19, such as acute respiratory symptoms or a fever, the following is to take place:
 - Employee to notify supervisor
 - Employees will be isolated and/or
 - Immediately sent home or to medical care, as needed.

For details on EUHSD return to work criteria, post exposure or COVID-19 infection, see the current [County Decision Tree](#). Return to work criteria is also outlined in the District's COVID Prevention Program.

Reporting

Human Resources will notify San Diego County Department of Public Health if there is a known positive COVID-19 case at the workplace.

- The district will cooperate with the San Diego County Department of Public Health's COVID-19 response team to identify and provide contact information for any persons exposed by the employee at the workplace.
 - For confirmed cases, notification will include the name, date of birth, and contact information of the employee.

Risk Management will report any serious injury, illness, or death occurring in any place of employment or in connection with any employment to the local Cal/OSHA district office immediately. For COVID-19, this includes inpatient hospitalizations and deaths among employees. Serious injury, illness, and death, including hospitalization and death from COVID-19, will be reported even if work-relatedness is uncertain.

Investigation

Site supervisor, Human Resources and Risk Management will investigate COVID-19 illnesses, per parameters set forth under the district's COVID Prevention Program to determine if any work-related factors could have contributed to risk of infection. Each plan will be updated as needed to prevent further cases.

Notification and Management of Employees

Employees are given written notice when there is potential COVID-19 exposure, within one business day of District being notified of a positive COVID-19 case.

Notice will be provided to all employees (and their authorized representative), independent

contractors and other employers at the worksite during the high-risk exposure period.

When there is a positive COVID case or close contact in the workplace, transmission will be limited by: ensuring that COVID-19 cases are excluded from the workplace until return-to-work requirements are met and excluding employee close contacts from the workplace until return-to-work criteria have been met, with the following exceptions:

- Employees that are fully vaccinated before the close contact occurs and who do not develop COVID-19 symptoms.
- COVID-19 cases who returned to work per our return-to-work criteria and have remained free of COVID-19 symptoms, for 90 days after the initial onset of COVID-19 symptoms, or for COVID-19 cases who never developed COVID-19 symptoms, for 90 days after the first positive test.

For information on outbreak procedures/protocol, see the [COVID Prevention Program](#).

Campus Visitors

- Volunteers or non-essential visitors during regular school hours (including volunteers, and activities involving other groups) are currently limited.
- Visitors who are required to come onto campuses such as members of public health, social workers, service providers, or law enforcement and be in the presence of K-12 students shall be required to wear face coverings
- District personnel site visits are permitted as needed.

Form A

The following school-site safety supervisors are responsible for maintaining our district's Injury and Illness Prevention Program and communicating with employees about our IIPP at their sites:

| | |
|------------------------------|--|
| District Service Center | Anne Staffieri (primary) Courtney Goode (secondary) |
| Maintenance & Operations | Michael Byers |
| Transportation | Linda Rendon |
| Del Lago Academy | Chris Domingo |
| Escondido High School | Daniel Barajas |
| S.T.A.R.T. | Carlos Saucedo |
| Orange Glen High School | Amy Booth |
| San Pasqual High School | Kevin Myers |
| Cal-SAFE | Rachel Asman |
| Valley High School | Abi Leaf |
| Escondido Adult School / ROP | Thomas Allison/Stacey Adame |

PPE Chart

The following chart includes PPE recommendations for certain employee categories; however, majority of the PPE options are available to all employees, should they request.

| Job Category | PPE |
|---|---|
| Security | Gloves & Goggles Face coverings – at all times Face Shield – as needed/preferred N95s – unvaccinated employees, or all employees during a major outbreak (voluntary use) |
| Custodial | Face covering – at all times Gloves & Safety Glasses - cleaning Face Shields – as needed and/or for end day or deep clean Bunny Suits – Cleaning when a case on campus is suspected N95s – unvaccinated employees, or all employees during a major outbreak (voluntary use) |
| Special Education Staff (in classroom) | Face coverings – at all times Face Covering or Face Shield - when in the classroom and working with students Goggles (if not using a face shield) - as needed Gloves as needed and/or for specific tasks like toileting, lifting and mobility assistance Isolation gown as needed and/or for specific tasks like toileting, medical procedures, feeding, lifting and mobility assistance N95s – unvaccinated employees, or all employees during a major outbreak (voluntary use) |
| Nurses & Health Clerk | Face coverings - at all times Isolation Gowns – use for when there is a suspected COVID case, or any risk of contact with body fluid (i.e., Procedures) Goggles – as needed, and in conjunction with face covering. Not recommended when face shield is used Face Shield – as needed/preferred Gloves – as needed, nurse and health clerk to use their clinical judgement N95s – unvaccinated employees, or all employees during a major outbreak (voluntary use) |
| Receptionist | Face coverings – at all times Gloves – when cleaning any area N95s – unvaccinated employees, or all employees during a major outbreak (voluntary use) |

| Job Category | PPE |
|--|---|
| Certificated, Office Staff, Classified Instructional Support | Face coverings – at all times Gloves – if needed, when cleaning any area N95s – unvaccinated employees, or all employees during a major outbreak (voluntary use) |
| Transportation (including Bus Drivers, IA’s and Transportation Attendants) | Face coverings – at all times Face Covering or Face Shield (employee choice) - when in the bus and working with students Goggles (if not using a face shield) - as needed Gloves when cleaning any areas Isolation gown - as needed for specific bus cleaning or repairs N95s – unvaccinated employees, or all employees during a major outbreak (voluntary use) |
| Athletic Coaches and Trainers | Face coverings – at all times Gloves & Goggles – as needed/preferred N95s – unvaccinated employees, or all employees during a major outbreak (voluntary use) |
| Student Nutrition | Face shields or masks – at all times Gloves – when preparing food (per usual health safety standards) and when cleaning N95s – unvaccinated employees, or all employees during a major outbreak (voluntary use) |