



Empower Generations Charter

COVID-19 Safety Plan

And

COVID-19 Prevention Program

Updated August 2021

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PURPOSE

In an effort to protect the health and safety of our employees, the Empower Generations Charter has prepared a COVID-19 prevention program (“Program”) intended to provide information related to the prevention of coronavirus, describe Empower Generations Charter policies, procedures and practices to keep employees safe, and to help prevent the spread of coronavirus in the workplace.

This Program is applicable during the current COVID-19 public health emergency. The protocols outlined in this document will be modified based on the ongoing and updated guidance from the Center for Disease Control (“CDC”), state and local public health agencies, and Empower Generations operations.

The Prevention Program is intended to comply with state and local law regarding employees’ safety including Labor Code §6400 which requires that every employer must furnish employment, and a place of employment that is safe and healthful for the employees therein.

The Director of Empower Generations has overall responsibility for managing the Empower Generations COVID-19 Prevention Program. In addition, Empower Generations expects all supervisors to implement and maintain the Program in their departments and assigned areas.

SCOPE

This policy applies to all Empower Generations employees. It contains general prevention best practices, as well as Empower Generations policies and procedures related to COVID-19 in the workplace.

WHAT IS COVID-19

COVID-19 is caused by the coronavirus SARS-CoV-2. COVID-19 is a new disease, caused by a novel (or new) coronavirus that has not previously been seen in humans.

COVID-19 affects people in different ways. Infected people have reported a wide range of symptoms - from mild symptoms to severe illness. Some infected individuals have no symptoms at all. Symptoms may appear 2 to 14 days after exposure to the virus. Symptoms of COVID-19 may include:

- Fever
- Chills
- Cough
- Shortness of breath or difficulty breathing
- Fatigue
- Muscle or body aches.
- Headache
- Loss of taste or smell
- Sore throat
- Congestion or runny nose
- Nausea and vomiting
- Diarrhea

Laboratory testing is necessary to confirm an infection.

COVID-19 TRANSMISSION

The virus that causes COVID-19 is thought to spread mainly from person to person through respiratory droplets produced when an infected person vocalizes, exhales, coughs or sneezes. These droplets can enter the respiratory tract (mouth, nose, and lungs) of people who are nearby and cause infection. Particles containing the virus can travel more than 6 feet, especially indoors, so physical distancing must be combined with other controls, including wearing face coverings and hand hygiene, to be effective. Spread is more likely when people are in close contact with one another (i.e., within six feet) while not wearing face coverings.

INFECTION PREVENTION MEASURES – CONTROL OF COVID-19 HAZARDS

Empower Generations, to the extent possible, will implement the following guidelines and practices to mitigate employee exposure to the coronavirus in the workplace:

1. Provide and require employees to use face coverings. Face coverings must be worn at all times, unless an Empower Generations employee is alone in an office or room that is not shared with others. Note: Face coverings are not considered respiratory or personal protective equipment (“PPE”), but combined with physical distancing, they help prevent infected persons without symptoms or who are pre-symptomatic from unknowingly spreading the coronavirus.
2. All staff will be encouraged to be vaccinated. All non vaccinated employees will be tested weekly.
3. Empower Generations will maximize, to the extent possible, the quantity of outside air into our buildings and workplaces with mechanical or natural ventilation
4. Distribute posters, notices, and/or signage to each work site to be displayed in common areas that provide physical distancing guidelines.
5. Encourage sick employees to stay home.
6. If an employee becomes symptomatic with COVID-19 while at work, they will be asked to leave the workplace and seek medical treatment, depending on the symptoms.
7. Empower Generations will adhere to state guidance and local public health recommendations regarding the prearrangement of office and workplace furniture to maintain physical distancing.
8. To the extent supplies are in stock and readily available for distribution, employees will have access to appropriate hygiene products in the workplace.
9. Empower Generations encourages frequent hand washing with soap for at least 20 seconds and using hand sanitizer when employees do not have immediate access to a sink or hand washing facility. Hand sanitizer doesn’t work if the hands are soiled so every effort must be made to wash hands before applying hand sanitizer.
10. Empower Generations will place signs and/or instructions in common areas (for example, reception area, break rooms, public common areas, et cetera) to communicate physical distancing requirements and to provide other COVID-19 infection prevention information to the general public entering the workplace, the work site and buildings.

INVESTIGATION, IDENTIFICATION AND CORRECTION OF COVID-19 HAZARDS

Empower Generations takes seriously its obligation to locate, identify and correct potential COVID- 19 hazards in the workplace. Empower Generations will have a COVID Task Force Team that investigates and Identifies COVID hazards and works to remediate the hazard. The following will be implemented:

COVID 19 Team:

- ❑ Site Director- Malaka Donovan
- ❑ Operational Support-
- ❑ Office Manager- Shantoria Goodman
- ❑ Community Partnership Coordinator- Stephanie Vasquez
- ❑ Campus Safety- Robert Sterling

The Covid 19 team will:

1. Evaluate employee workspaces for potential hazards. Employees are encouraged to identify and bring to management’s attention potential COVID-19 hazards in their workspace.
2. Conduct inspections of the facility to identify and correct potential hazards that exist in common areas, high traffic areas, and other areas frequented by employees and the public.
3. Evaluate site policies, procedures, work practices, and staffing issues to determine whether any of our processes or policies can be changed or amended to reduce or eliminate COVID-19 hazards.
4. Conduct workplace specific evaluations of hazards following any positive COVID-19 case in the workplace, and identify and eliminate COVID-19 hazards.
5. In order to protect employees in the workplace it will also investigate each positive COVID-19 case to help identify those employees who were in close contact with the infected employee, and require all those potentially exposed to quarantine as required by law.
6. Regularly evaluate the workplace for compliance with this program.
7. Unsafe and unhealthy hazards, work conditions, practices, policies or procedures will be documented and corrected in a timely manner based on the severity of the hazards. Correction priority and correction times will be based on the immediacy of the unsafe or unhealthy hazard.

EMPLOYEE RESPONSIBILITIES

During the COVID-19 public health emergency, Empower Generations employees have a collective responsibility to ensure the protection of all people in the workplace, to comply with Empower Generations policies and the latest local public health guidelines to mitigate coronavirus risk to themselves and anyone visiting the work site.

Employees have the following affirmative responsibilities:

1. Employees must self-screen for COVID-19 symptoms prior to entering the facility for their shift using their site’s wellness screening form. Employees should stay home and seek medical treatment if they experienced any of the following symptoms in the past 48 hours:
 - fever of 100.4 degrees fahrenheit or higher
 - feeling feverish (chills/sweating)
 - new cough (different from baseline)

- shortness of breath
- muscle or body aches
- diarrhea or vomiting
- new loss of taste or smell

Employees must immediately report any symptoms of COVID-19 they experience whether the symptoms developed while at work or elsewhere. Employees must also promptly disclose positive COVID-19 tests.

2. An employee must stay home if they are sick, follow public health agency guidelines, and contact their supervisor or manager for further instructions.
3. Employees who are out ill with fever, cough, shortness of breath, or other acute respiratory need to isolate and test. Employees can return when they have been 24 hours fever free with no fever-reducing medications and other symptoms have improved and you have a negative test for COVID or a healthcare provider has provided documentation that the symptoms are typical of underlying health condition or alternative diagnosis or 10 days have passed since symptom onset.
4. Employees must cooperate with Empower Generations in any investigation related to the onset of illness, date of symptoms, others with whom the employee had close contact, and coronavirus testing among other topics. The investigation will help Empower Generations to identify employees who may have been exposed and quarantine them so there is no further workplace exposure.
5. Employees who test positive for the COVID-19 virus must not return to work until the following occurs:

When Symptomatic

- At least 10 days have passed since COVID-19 symptoms first appeared
- At least 24 hours have passed since a fever of 100.4 or higher has resolved without the use of fever and reducing medications;
- COVID-19 symptoms have improved.

When Asymptomatic

Employees who test positive, but never developed COVID-19 symptoms shall not return to work until a minimum of 10 days have passed since the date of specimen collection of their first positive COVID-19 test.

6. Employees who return to work following an illness must promptly report any recurrence of symptoms to their immediate supervisor.
7. Employees shall practice physical distancing, wear face coverings and remain at least 6 feet apart when practicable.
8. Employees must avoid shared workspaces (desks, offices, and cubicles) and work items (phones, computers, other work tools, and equipment) whenever possible. If employees must share workspaces, clean and disinfect shared workspaces and work items before and after use.
9. Employees shall wash hands with soap and water for at least 20 seconds and/or use hand sanitizer after interacting with people and after contacting shared surfaces or objects.
10. Employees shall cover coughs and sneezes, and avoid touching eyes, nose, and mouth with unwashed hands.

11. Employees must avoid sharing personal items with co-workers (for example, dishes, cups, utensils, towels).
12. Employees shall notify their manager or supervisor if any washing facilities do not have an adequate supply of suitable cleaning agents, water, single-use towels, or blowers.

PERSONAL PROTECTIVE EQUIPMENT

While engineering and administrative controls are considered more effective in minimizing exposure to COVID-19, personal protective equipment (PPE) may also be needed to prevent certain exposures. While correctly using PPE can help prevent some exposures, it should not take the place of other prevention strategies. Examples of PPE include gloves, goggles, face shields, face masks, and respiratory protection, when appropriate. During the outbreak of infectious diseases, such as COVID-19, recommendations for PPE specific to occupations or job tasks may change depending on the updated risk assessments for workers, and information on PPE effectiveness in preventing the spread of COVID-19.

Face Covering

- Employees, learners, and anyone visiting sites will make sure to wear a fresh face covering everyday.
- Cloth face covering should be washed and cleaned after a day's use.
- Families are reminded to wash and clean their child's face covering.
- Face covering must cover both mouth and nose.
- Empower Generations will supply all necessary and required PPE, including face coverings.
- Empower Generations will clean any soiled PPE and replace any damaged PPE.
- If employees wish to use additional PPE, they should initiate the request with their direct supervisor.
- Signs will be posted at all entrances and throughout the site to remind everyone on site to wear a face covering.
- A medical grade mask will be provided to any employee caring for sick children or who has close contact with any child with a medical condition that precludes the child's use of a cloth face covering.

PHYSICAL DISTANCING

Empower Generations will maintain signs and notices to ensure physical distancing is in place.

- Empower Generations has determined the maximum number of employees based on maintaining 3 feet of social distancing for learners and six feet of social distancing for staff whenever possible..
- All work areas are configured for three feet of social distancing.
- Empower Generations has looked at room usage and determined the maximum capacity based on 6 feet of social distancing..
- Social distancing markers will be placed at the entrances to sites.
- Empower Generations has determined a flow of traffic pathways, that will be indicated by arrows and social distancing markers highlighting the flow of traffic.
- Staff will be deployed in designated areas during high traffic times to help learners maintain six feet of social distancing.

Hygiene Practices

Empower Generations places a high priority on good hygiene practices and will encourage all employees and learners to practice the following:

- Ethyl alcohol-based (contains at least 60% ethanol) hand sanitizer will be available at all entrances.
- At arrival, everyone will be encouraged to use hand sanitizer prior to entering the site.
- Hand washing will be available on campus. (Bathrooms/Break Rooms/Classrooms if equipped/ Handwashing stations)
- Employees and learners will be given frequent opportunities to wash their hands.
- Employees will model good hand washing techniques to learners including:
 - Using soap
 - Rubbing thoroughly
 - Washing for 20 seconds
 - drying hands, for a safe and complete practice

CLEANING AND DISINFECTION POLICY AND PRACTICE

Empower Generations recognizes that high traffic and high touch common areas in the workplace need frequent cleaning and disinfecting to limit the spread of the COVID-19 virus. Break rooms, restrooms, classrooms, and other common areas used or visited by staff are cleaned at a frequency no less than once per day during periods of operation

Empower Generations will assign personnel and establish routine schedules to clean and disinfect common areas and objects in the workplace. This includes, but is not limited to, copy machines, containers, counters, tables, desks, chairs, benches, door handles, knobs, drinking fountains, refrigerators, restroom and bathroom surfaces, and trash cans.

The process of disinfecting includes providing disinfecting products that are EPA approved for use against the virus that causes COVID-19 and following the manufacturer's instructions for all cleaning and disinfection products (for example, safety requirements, PPE, concentration, contact time).

Disinfectant Supplies:

- Work areas will be provided with disinfectant wipes.
- Work areas, break rooms, entrances, and high traffic areas will be provided with Ethyl alcohol-based (contains at least 60% ethanol) hand sanitizer.
- High touch items like drinking fountains will be out of use.
- Playground equipment may be used if it is disinfected between cohort use.
- Only approved EPA cleaning products for school will be used.
- Custodial and other staff responsible for cleaning and disinfecting school surfaces and objects are trained on manufacturer's safety data sheets, Cal OSHA requirements for safe use, and as required by the Healthy Schools Act, as applicable.
- Custodial staff and other staff responsible for cleaning and disinfecting are equipped with appropriate personal protective equipment, including gloves, eye protection, respiratory protection and other appropriate protective equipment as required by the product.
- The EPA dwell time for our current disinfectant used by custodial staff is between 2-10 minutes.
- All cleaning products are kept out of children's reach and stored in a space with restricted

access.

- Ventilation is maximized during cleaning and disinfecting to the extent feasible. If using air conditioning, use the setting that brings in fresh air. Replace and check air filters and filtration systems regularly, to ensure optimal air quality.

Cleaning schedules:

Monday/Wednesday		
Time	Location	Task
7:00 - 8:00	Arrival	Disinfect all high trafficked areas (Restrooms, table surfaces, seating areas, door knobs,etc)
8:00 - 8:30	Healthy Breakfast	Disinfect all high trafficked areas (Restrooms, table surfaces, seating areas, door knobs,etc)
8:30 - 9:30	Cohort A/B	Disinfect all high trafficked areas (Restrooms, table surfaces, seating areas, door knobs,etc)
9:35 - 10:25	Advisory	Disinfect all high trafficked areas (Restrooms, table surfaces, seating areas, door knobs,etc)
10:30 - 11:30	Cohort A/B	Disinfect all high trafficked areas (Restrooms, table surfaces, seating areas, door knobs,etc)
12:00 - 1:00	Healthy Lunch	Disinfect all high trafficked areas (Restrooms, table surfaces, seating areas, door knobs,etc)
1:05 - 2:05	Cohort A/B	Disinfect all high trafficked areas (Restrooms, table surfaces, seating areas, door knobs,etc)
2:10 - 3:00	1 on 1 Check-Ins	Disinfect all high trafficked areas (Restrooms, table surfaces, seating areas, door knobs,etc)

Tuesday/Thursday (Thursday only)		
Time	Location	Task
7:00 - 8:00	Arrival	Disinfect all high trafficked areas (Restrooms, table surfaces, seating areas, door knobs,etc)
8:00 - 8:30	Healthy Breakfast	Disinfect all high trafficked areas (Restrooms, table surfaces, seating areas, door knobs,etc)
8:30 - 9:30	Cohort C/D	Disinfect all high trafficked areas (Restrooms, table surfaces, seating areas, door knobs,etc)
9:35 - 10:25	Advisory	Disinfect all high trafficked areas (Restrooms, table surfaces, seating areas, door knobs,etc)
10:30 - 11:30	Cohort C/D	Disinfect all high trafficked areas (Restrooms, table surfaces, seating areas, door knobs,etc)
12:00 - 1:00	Healthy Lunch	Disinfect all high trafficked areas (Restrooms, table surfaces, seating areas, door knobs,etc)
1:05 - 2:05	Cohort C/D	Disinfect all high trafficked areas (Restrooms, table surfaces, seating areas, door knobs,etc)
2:10 - 3:00	1 on 1 Check-Ins	Disinfect all high trafficked areas (Restrooms, table surfaces, seating areas, door knobs,etc)

WORK SITE SAFETY MEASURES

Arrival and Dismissal

Empower Generations will incorporate social distancing protocols to keep staff and learners safe at arrival and dismissal. These protocols include:

- Prior to entering the campus, parents or guardians will use Parent Square app to complete a wellness check for their child;
- Site assigned personnel will monitor completion and answers of the wellness survey;
- Signs will be posted to remind staff and learners to wear a mask, social distance, and what are symptoms of COVID-19;
- Social distancing markers will be in place to keep staff and learners 6 feet apart;
- Ethyl alcohol-based hand sanitizer (contains at least 60% ethanol) will be in place at all entrances to the site.

Meetings

- we recommend that meetings with parents take place via teleconferencing (ie. Zoom, Google Meets).
- Digital Files are to be used as much as possible to reduce face to face contact.

Workrooms, Production Centers, and Shared Copiers

- Workroom maximum capacity and marked at the entrance.
- After using copiers wipe down the area touched with provided disinfectant wipes.
- Commonly shared items, like pens, will be removed at this time.
- When using any other equipment or work table, wipe down before and after use.

Tools/Supplies/Equipment

- Employees and learners should avoid sharing items.
- To the extent possible, each employee will be provided with their own tools, supplies, or equipment needed to complete their job.
- If any tools, supplies, or equipment must be shared, it is recommended that they will be disinfected before and after use.

Important Hygiene Practices

- Wash hands frequently. Wash stations are available throughout the campus.
- Utilize Ethyl alcohol-based hand sanitizer that contains at least 60% ethanol. Hand sanitizer is available in common areas, workroom, breakroom, and entrances/exits.

Visitors

- It would be best practice to avoid having onsite visitors.
- If there is a need for business to be conducted in person, it is best practice to conduct business outside the main office.
- All visitors must:
 - Go through a verbal wellness screening
 - Office staff will ask screening questions prior to letting visitors into the site irregardless of vaccine status.
 - Screening questions:

Have you had any of the following symptoms: fever or chills, cough, shortness of breath or difficulty breathing, fatigue, muscle or body aches, headache, new loss of taste or smell, sore throat, congestion or runny nose, nausea or vomiting, fever of 100.4 or higher?

- Have you been in contact with anyone that has tested positive for COVID in the past 10 days?
- Have you been diagnosed with COVID in the past 10 days?
- If the visitor answers no to all of the questions, they will be allowed in and check in using the lobby guard system.
- Limit movement on campus or designate meeting to a single building/room
- Visitors will be provided instructions regarding maintaining physical distancing and the required use face coverings when around others
- Visitors will sign out when they leave

Cafeteria

- “Grab and Go” meals will be provided on site.

Non-school Facility Use

- Will be suspended until further notice

EXPOSURE MANAGEMENT PLAN

When there is a suspected or confirmed case of COVID-19, the site will:

- During operational hours:
 - Send an employee home or utilize the isolation room.
 - Learners will wait in the isolation room until they can be picked up.
 - Any employee caring for sick children, or who has close contact with any child with a medical condition that precludes the child's use of a cloth mask, will be provided a medical grade mask.
 - Relocate staff and learners in the infected area until it can be disinfected.
- After Hours:
 - The site will instruct the employee/learner to quarantine/isolate at home.
- Identify close contacts to the case through investigation. The Director and/or COVID 19 Team will utilize the iLEAD COVID Response/fillable form see appendix A.
- Immediately notify exposed employees and families of learners. (Links with information on isolation and quarantine will be in the notification letter.)
- Assure access to testing for all exposed individuals within the school as the basis for further control measures. Links to testing facilities will be in the employee or parent notification letter.
- Report all COVID-19 exposures at the school to the Department of Public Health.
 - Redcap Reporting Portal <https://dphredcap.ph.lacounty.gov/surveys/?s=RERMHDTWAR>
 - Completing the COVID-19 Case and Contact Line List for the Educational Sector http://publichealth.lacounty.gov/acd/Diseases/EpiForms/COVID_OBlinelist_Education_Sector.xls

RESPONDING TO CONFIRMED OR SUSPECTED COVID-19 CASES

When required, Empower Generations will consult with state and local public health agencies for mitigation practices and responsible protocols. Empower Generations will follow the California Health Department strategies listed below for returning employees to work.

The following are considered minimum criteria for return to work and some variation may occur depending on individual cases, our local public health department, and unique circumstances.

Symptomatic Positive:

Employees with symptoms who are laboratory confirmed to have COVID-19.

1. At least 24 hours have passed since resolution of fever without use of fever reducing medications; and
2. At least 10 days have passed since symptom onset; and
3. Other symptoms have improved.

Asymptomatic Positive:

Employees who have never had symptoms and are laboratory confirmed to have COVID-19. A minimum of 10 days have passed since the date of their first positive COVID-19 tests being administered. If symptoms develop then the criteria for Symptomatic Positive cases will apply.

Symptomatic Negative:

Employees who have symptoms must stay home until fever free without fever reducing medication for 24 hrs and improved symptoms.

Close Contacts defined as when both parties were wearing a mask but within 6 ft of each other for over 15 minutes cumulative.

Close Contacts- Asymptomatic Negative:

Employees who never had symptoms but were tested due to a close contact with a laboratory confirmed case patient and were negative.

- If vaccinated no quarantine
- If tested positive for COVID 19 in the last 3 months - no quarantine
- If Unvaccinated Employees should quarantine at home for 10 days after the last known contact with the case-patient. Symptoms can develop even after testing negative within 10 days of exposure. The local health department and Cal/OSHA may consider allowing an earlier return to work only if an employee in a critical infrastructure industry in which the essential operations of the workplace would be compromised by quarantine of the employee and no alternate staff can perform the role. It must be shown that the removal of the employee would create an undue risk to a community's health and safety.

Close Contacts- Symptomatic Untested:

Employees who have symptoms of COVID-19, and were not tested. Testing is encouraged. If an employee cannot be tested or refuses to be tested, use the same criteria for return to work as Symptomatic Positive cases.

Close Contacts- Asymptomatic Unvaccinated:

When both parties were wearing a mask but within 6 ft of each other for over 15 minutes cumulative:

- Close contact must self-quarantine
- Monitor symptoms for 10 days after the last exposure to the infected person. If remains asymptomatic quarantine can end after Day 10 without testing, although they should monitor through Day 14.
- Quarantine may end after Day 7 if contact remains asymptomatic AND if a diagnostic specimen is collected after Day 5 from the date of last exposure and the result is negative, continue to monitor through Day 14.

If an employee tests positive for COVID-19, iLEAD Empower Generations will immediately inform co-workers of their possible exposure to COVID-19 in the workplace but maintain confidentiality as required by the Americans with Disabilities Act (ADA) and the Fair Employment and Housing Act (FEHA). iLEAD Empower Generations will also investigate any confirmed COVID-19 illness to determine and mitigate any work-related factors that may have contributed to the risk of infection.

Empower Generations will establish, implement, and maintain policies and procedures for COVID-19 testing of staff who had a COVID-19 exposure, who have COVID-19 symptoms, or as

recommended by the local health department. Empower Generations will provide on site testing of un vaccinated once a week as required by law.

The school testing section will be updated as needed based on further guidance from CDPA, consultation with labor, and/or legislative action.

Cleaning and Disinfecting Following a Confirmed COVID-19 Case.

1. Temporarily close the general area where the infected employee or guest worked/visited until cleaning has been completed.
2. If possible, open outside doors and windows and use ventilating fans to increase air circulation in the area. Wait 24 hours or as long as practical before cleaning and disinfecting the area.
3. Conduct deep cleaning of the entire general area where the infected employees worked and may have been, including break rooms, restrooms and travel areas with a cleaning agent approved for use by the EPA against the coronavirus.
4. Custodial personnel cleaning the area must be equipped with proper personal protective equipment for COVID-19 disinfection (disposable gown, gloves, eye protection, or mask, if required).

SYSTEM FOR COMMUNICATION

Communication between employees and Empower Generations on matters relating to COVID-19 mitigation and response is important to ensure employees' safety while in the workplace. Therefore, Empower Generations has a communication system that is intended to accomplish clear and concise exchange of information by providing a single point of contact for managers and supervisors. Employees are encouraged to freely communicate with their supervisors and managers with regard to coronavirus symptoms, possible exposures, workplace concerns, and suggestions for correction of potential hazards without fear of reprisal.

1. All Empower Generations employees are encouraged to report to their immediate manager or supervisor concerns regarding COVID-19 mitigation practices or possible COVID-19 exposure in the workplace.
2. Directors and supervisors who, after assessing the concern, determine that additional guidance or assistance is required shall contact Natasha Baugh, Director of Employee Services, who will assess the report and notify essential personnel for an appropriate response.
3. If an employee has a disability, medical, or other condition that puts them at increased risk of severe COVID-19 illness and an accommodation is needed, they are encouraged to report it to Natasha Baugh, Director of Employee Services. Empower Generations will evaluate the request and determine, with input from the employee and health care provider, whether the employee can be accommodated.
4. Empower Generations will provide COVID-19 testing to potentially exposed employees.

*See Communications Appendix for communications procedures and letter templates.

MULTIPLE COVID-19 INFECTIONS AND COVID-19 OUTBREAKS

Empower Generations will adhere to the following policies and practices should the workplace experience a COVID-19 outbreak or major outbreak.

A COVID-19 outbreak is defined as 3 or more cases of COVID-19 in a 14 day period.

A major COVID-19 outbreak is defined as 20 or more cases of COVID-19 in a 30 day period.

1. Empower Generations will provide the legally mandated COVID-19 testing to all exposed employees in the workplace except those who were not present during the period of an outbreak. The testing will be provided at no cost to the employees and will occur during working hours. An NSD employee is considered an essential worker. Essential Workers are offered free testing at LA County locations. LA County Testing Sites can be found: <https://covid19.lacounty.gov/testing/>
2. All employees will be tested as frequently as required for a COVID-19 outbreak or a major COVID-19 outbreak. Additional testing will be provided when deemed necessary by Cal/OSHA.
3. We will quarantine and exclude all COVID-19 cases and those exposed to the COVID-19 cases as set forth above in Responding to Positive or Suspected COVID-19 Cases in the Workplace.
4. Empower Generations will immediately investigate and determine possible COVID-19 hazards that may have contributed to the outbreak in accordance with **Investigation, Identification, and Correction of COVID-19 Hazards and Responding to Positive or Suspected COVID-19 Cases in the Workplace.**
5. Empower Generations will perform a review of its COVID-19 policies, procedures, and controls and implement changes where needed. The investigation and review will be documented and include review of:
 - a. Leave policies and practices to insure employees are encouraged to remain home when sick;
 - b. COVID-19 testing process;
 - c. Insufficient outdoor air;
 - d. Lack of physical distancing, face coverings or use of other PPE;
 - e. Evaluation of mechanical ventilation, and, if possible, filter recirculated air with Minimum Efficiency Reporting Value (MERV) 13 or higher efficiency filters if compatible with the system. We will evaluate whether portable or mounted High Efficiency Particulate Air (HEPA) filtration units, or other cleaning systems would reduce the risk of transmission;
 - f. Determine the need for additional respiratory protection;
 - g. Determine whether to halt some or all operations until the COVID-19 hazard has been corrected;
 - h. Implement any other control measures as required by Cal/OSHA.
6. Notify the local health department as required by law.

REPORTING, RECORDKEEPING, AND ACCESS

Empower Generations is committed to following all local and state law requiring reporting, recordkeeping, and access to records. It is our policy to:

1. Record and track all COVID-19 cases, including the date of a positive test, as required by law. The record will be made available to employees, authorized employee representatives, or as otherwise required by law. All identifying information will be removed prior to providing access.
2. Report information about COVID-19 cases to the local health department when required by law and to provide the local health department all requested information.
3. Immediately report to Cal/OSHA any COVID-19 related serious illness or death, as defined by law, occurring in the workplace.
4. Keep and maintain records of Empower Generations's efforts to implement the written COVID-19 Prevention Program.
5. Make the COVID-19 Prevention Program available to employees, authorized employee representatives, and to Cal/OSHA immediately upon request.

EMPLOYEE TRAINING

Empower Generations will provide information and training in the general description of COVID-19, symptoms, when to seek medical attention, how to prevent the spread, and the employer's procedures for preventing its spread at the workplace. The training may consist of reviewing written documentation, in-person presentation, online video training and/or acknowledgment of receipt of Empower Generations COVID-19 prevention program.

Employees will be notified of the training and all employees are required to participate.

All Employees will receive a copy of this protocol via paycom app and it will be posted on school websites

Coronavirus (COVID-19)

Response
Plan

Use this Response Plan to guide the actions you need to take and the communications you'll need to send if your site is impacted by COVID-19.

Choose the Scenario that Best Fits Your Situation

Direct COVID-19 Illness Scenarios

- [A staff member or learner has been presumed positive or has tested positive for COVID-19](#)
- [A staff member or learner is being tested for COVID-19](#)
- [A staff member or learner's household member has symptoms or tested positive](#)
- [A staff member or learner is in mandatory isolation](#)
- [A staff member or learner is in](#)
[voluntary isolation](#)

Other COVID-19 Scenarios

- [The local/federal government or health department has mandated that our site must close](#)
- [A school in my community has closed or there are confirmed/presumed cases of COVID-19 in the community](#)
- [I'm worried I don't have enough staff](#)

Don't see your scenario? Check the [Home quarantine Instructions](#) mail ERT@ileadschools.org.

A staff member or learner has been presumed positive or tested positive for COVID

Site Leadership/ Illness Prevention Team Actions	<ul style="list-style-type: none"> ❑ Email Emergency Response Team at ERT@ileadschools.org letting them know you had a positive test and complete our fillable form and the health department survey with all necessary details. Send the copy you receive from LACDPH by email to ERT@ileadschools.org ❑ Fill out the Health department survey Health Department Survey for notification and guidance. ❑ If an employee has tested positive, provide an update to the email ERT@ileadschools.org. ❑ If you don't get an immediate response from DPH, contact April.Cauthron@ileadschools.org and Amanda.Fischer@ileadschools.org. ❑ Inform staff and families using the family letter communication below (if applicable). ❑ Contact tracing begins, identify all learners and staff that have been in 6ft of individual that tested positive; all close contacts should be contacted- if vaccinated and asymptomatic they do not need to quarantine, if they had COVID in last three months and asymptomatic they do not need to quarantine; If unvaccinated they must quarantine for 10 days from exposure or may return after 7 days in they test negative after day 5. ❑ Illness Prevention Team shall monitor for illness and inform the Site Director of any additional people showing symptoms or getting tested and results. ❑ Notify Learners' Families and share family letter with Cohort Directly Impacted and Letter 2 to Cohorts not Directly Impacted (if applicable). ❑ Health Department Decision Pathways
Executive Director Actions	<ul style="list-style-type: none"> ❑ Support your Site Director through COVID-19 process . ❑ Keep Executive Team, Site Director, and Emergency Response Team informed of any actions or additional positive tests.
Staff Communication	<ul style="list-style-type: none"> ❑ Employee Services will notify staff and give them the Employee Resources document. ❑ Use these talking points as needed. ❑ Home isolation instructions
Family Communication	<ul style="list-style-type: none"> ❑ Customize the Family Letter and email it to ERT@ileadschools.org for approval (if applicable). ❑ Deliver the letter to families and reference the Family FAQ as needed (if applicable).
Actions	<ul style="list-style-type: none"> ❑ Follow Guidance from LA County Department of Public Health. ❑ Log Information on to site COVID19 Home isolation for close contact. ❑ Site Director notifies Illness Prevention Team, validates confirmed case. ❑ Follow up with communication to staff and/or families. ❑ Site Facilities Team will schedule a deep clean if you have a 72-hour closure

A staff member or learner is being tested for COVID-19

Site Leadership/ Illness prevention Team Actions	<ul style="list-style-type: none"> ❑ Complete the fillable form for each person tested with all necessary details if you didn't complete it when you learned the person was sick. ❑ Email ERT@ileadschools.org and Site Director. ❑ Ensure working staff are continuing to routinely clean and disinfect all high-touch surfaces throughout the site. ❑ Ensure the tested staff member or child as well as anyone who lived in their home stays out of the site until cleared to return. ❑ Do not communicate anything to staff or families until you receive the test results. ❑ If the person gets tested or informs you the test comes back positive, or you are told to presume positive, follow directions for positive cases. ❑ Monitor for illness and inform ERT@ileadschools.org and site director of any additional people showing symptoms or getting tested and results. Partner with your local health department.
Staff & Family Communication	<ul style="list-style-type: none"> ❑ If test results come back negative, no communication is necessary. ❑ If test results come back positive, follow the staff and family communication guidance on the previous page. ❑ Home quarantine Instructions.

A staff or learner's household member has symptoms of COVID-19 or tested positive

Site Leadership/ Illness prevention Team Actions	<ul style="list-style-type: none"> ❑ Email ERT@ileadschools.org. ❑ Complete the fillable form. ❑ The employee/child who works at/attends your site must stay out of the site until the individual with symptoms is symptom-free for 24 hours unless they are vaccinated ❑ If member of the employee/child's household is in isolation with a confirmed case, the employee/child who works at/attends your site if vaccinated and asymptomatic they do not need to quarantine, if they had COVID in last three months and asymptomatic they do not need to quarantine; If unvaccinated they must quarantine for 10 days from exposure or may return after 7 days in they test negative after day 5. ❑ Treat presumed-but-not-confirmed cases the same as a confirmed case. ❑ Keep Site Director informed ASAP on any additional individuals showing symptoms.
Actions	<ul style="list-style-type: none"> ❑ Partner with April Cauthron ❑ Keep Executive Team up to speed on any additional positives/changes.
Staff & Family Communication	<ul style="list-style-type: none"> ❑ If health department determines your site should close, follow the staff and family communication guidance on the previous page. ❑ Home Quarantine instructions.

A staff member or learner has **2 symptoms** of COVID-19 or loss of taste/smell

Site Director/ Actions	<ul style="list-style-type: none"> ❑ The employee/learner who works at/attends your site and household members must stay home until the individual with symptoms is symptom-free for 24 hours . ❑ Keep informed ASAP on any additional individuals showing symptoms.
Site Actions	<ul style="list-style-type: none"> ❑ Partner with April Cauthron. ❑ Keep Executive Team up to speed on any additional positives/changes.

A staff member or learner is in **mandatory isolation / quarantine**

Site Leadership/ Illness prevention Team Actions	<ul style="list-style-type: none"> ❑ Ensure employee or child and household members stay home for 10 days to monitor for illness and if multiple people are displaying symptoms. ❑ if vaccinated and asymptomatic they do not need to quarantine, if they had COVID in last three months and asymptomatic they do not need to quarantine; If unvaccinated they must quarantine for 10 days from exposure or may return after 7 days in they test negative after day 5. ❑ Inform ERT if the person gets tested and follow steps above.
Site Director Actions	<ul style="list-style-type: none"> ❑ If the health department determines the site should close, follow the steps above above
Staff & Family Communication	<ul style="list-style-type: none"> ❑ None, unless health department determines your site should close, in which case follow the staff and family communication guidance above. ❑ Home quarantine Instructions.

Coronavirus (COVID-19)

Response

Plan

The local/federal government or health department has mandated that our site must close

Site Leadership/ Illness prevention Team Actions	<ul style="list-style-type: none"> <input type="checkbox"/> Reach out to ERT@ileadschools.org to validate the closure and confirm it applies.
Staff Communication	<ul style="list-style-type: none"> <input type="checkbox"/> Notify staff and give them the Employee Resources document. <input type="checkbox"/> Use these Reopening Protocols as needed.
Family Communication	<ul style="list-style-type: none"> <input type="checkbox"/> Customize the Family Letter (add link) and email it to for approval. <input type="checkbox"/> Deliver the letter to families and reference the Family FAQ as needed.
Actions	<ul style="list-style-type: none"> <input type="checkbox"/> Family Support activates possible magnet sites to take children. <input type="checkbox"/> Recruiting Team supports AM/SD with placing staff.

A school in my local community has closed or there are confirmed /presumed cases of COVID-19 in the community

http://publichealth.lacounty.gov/media/Coronavirus/docs/protocols/reopening_K12schools.pdf

Site Leadership/ Illness prevention Team Actions	<ul style="list-style-type: none"> <input type="checkbox"/> Email ERT@ileadschools.org and your Regional Leader with the details of the situation. <input type="checkbox"/> Call your local health department for guidance. <input type="checkbox"/> Site remains open unless health department issues closure.
SD Actions	<ul style="list-style-type: none"> <input type="checkbox"/> Prevention and precautions.
Staff & Family Communication	<ul style="list-style-type: none"> <input type="checkbox"/> If staff or families have questions, reference the CDC FAQ as needed. <input type="checkbox"/> Home quarantine Instructions.

I'm worried that I don't have enough Staff...

AM/SD Actions	<ul style="list-style-type: none"> <input type="checkbox"/> Contact Leadership support and Employee services.
Actions	<ul style="list-style-type: none"> <input type="checkbox"/> Work with Employee Services.
Actions	<ul style="list-style-type: none"> <input type="checkbox"/> Employee Services works with Site Director to find staff.

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FAMILY LETTER- CLOSE CONTACT LETTER

Dear (School) Families,

We hope you and your learners are doing well. As you know, the health and safety of your children is our No. 1 priority, so we're writing today with an important update and some critical information to share with you:

It was reported to us that a student or staff member at your school has tested positive for COVID-19. After investigating it was determined your learner was in close contact with this person. Close Contact is when both parties were wearing a mask but within 6 ft of each other for over 15 minutes cumulative.

Following the guidance of our local health department, close contacts are required to be quarantined for 10 days (they can return after 7 days with a negative COVID test after day 5). Your child will be required to quarantine through Friday, September 3, 2021, unless they test negative for COVID after Day 5 they could return as early as September 1,2021.

In order to continue learning during this time for our students. Please come to campus today. We will issue your child a laptop to begin virtual learning with an assigned facilitator. Students will need to login daily and complete work in order to receive attendance.

We continue to encourage families to implement the Big 5 at school AND at home. This includes wearing a mask in indoor settings and social distancing whenever possible. Wash hands often, cover coughs and sneezes and disinfect regularly. By taking these precautions, we can limit the number of learners and staff who must quarantine (one or multiple times) during this school year. The frustration caused by lengthy or repeated quarantine periods is difficult for all of us, so we appreciate everyone's help to ensure we stay in school.

Sincerely,

School Director

STAFF LETTER- CLOSE CONTACT LETTER

Dear (School) Families,

We hope you are doing well. As you know, the health and safety of you and our children is our No. 1 priority, so we're writing today with an important update and some critical information to share with you:

It was reported to us that a student or staff member at your school has tested positive for COVID-19. After investigating it was determined you were in close contact with this person. Close Contact is when both parties were wearing a mask but within 6 ft of each other for over 15 minutes cumulative.

Following the guidance of our local health department, close contacts are required to be quarantined for 10 days (they can return after 7 days with a negative COVID test after day 5). You will be required to quarantine through (date), unless you test negative for COVID after Day 5 they could return as early as (date).

We continue to encourage families to implement the Big 5 at school AND at home. This includes wearing a mask in indoor settings and social distancing whenever possible. Wash hands often, cover coughs and sneezes and disinfect regularly. By taking these precautions, we can limit the number of learners and staff who must quarantine (one or multiple times) during this school year. The frustration caused by lengthy or repeated quarantine periods is difficult for all of us, so we appreciate everyone's help to ensure we stay in school.

Sincerely,

School Director

FAMILY LETTER- No Close Contact

Dear (school) Families,

We hope you and your learners are doing well. As you know, the health and safety of your children is our No. 1 priority, so we're writing today with an important update and some critical information to share with you:

It was reported to us this morning that a student or staff member at our school has tested positive for COVID-19. (School) is working with the Los Angeles Department of Public Health to follow up with the case and will reach out to all persons who are identified as having had close contact with the case to recommend home quarantine and COVID-19 testing. At this time we believe your child is not a close contact. Close Contact is when both parties were wearing a mask but within 6 ft of each other for over 15 minutes cumulative. If you are not contacted, it means that your child was not identified as having been exposed to the case.

We will continue to be proactive and complete daily Health screening of students and staff for COVID-19 prior to entering the facility this will help keep our Educational Setting safe. iLEAD Lancaster has a daily cleaning schedule that is followed and disinfects high surface areas regularly. We are doing everything we can to keep our learners and staff safe.

Please note that all information, including the name(s) of ill persons, is confidential in order to protect privacy.

We continue to encourage families to implement the Big 5 at school AND at home. This includes wearing a mask in indoor settings and social distancing whenever possible. Wash hands often, cover coughs and sneezes and disinfect regularly. By taking these precautions, we can limit the number of learners and staff who may become ill due to COVID-19. And limit the number of learners and staff that must quarantine (one or multiple times) during this school year. The frustration caused by lengthy or repeated quarantine periods is difficult for all of us, so we appreciate everyone's help to ensure we stay in school.

Sincerely,

School Director

STAFF LETTER- No Close Contact

Dear (school) Staff,

We hope you are doing well. As you know, the health and safety of you and our children is our No. 1 priority, so we're writing today with an important update and some critical information to share with you:

It was reported to us this morning that a student or staff member at our school has tested positive for COVID-19. (School) is working with the Los Angeles Department of Public Health to follow up with the case and will reach out to all persons who are identified as having had close contact with the case to recommend home quarantine and COVID-19 testing. At this time we believe you are not a close contact. Close Contact is when both parties were wearing a mask but within 6 ft of each other for over 15 minutes cumulative. If you are not contacted, it means that you were not identified as having been exposed to the case.

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Sincerely,

School Director