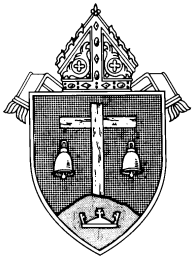


# **Sacred Heart Parish School COVID-19 Safety Plan (CSP)**



**Diocese of Monterey  
485 Church Street  
Monterey, CA 93940**



School: **Sacred Heart Parish School, Hollister**

January 25, 2021

On January 14, 2021, the California Department of Public Health issued *COVID-19 and Reopening In-Person Instruction Framework & Public Health Guidance for K-12 Schools in California, 2020-2021 School Year*:

[https://www.cdph.ca.gov/Programs/CID/DCDC/CDPH%20Document%20Library/COVID-19/Consolidated\\_Schools\\_Guidance.pdf](https://www.cdph.ca.gov/Programs/CID/DCDC/CDPH%20Document%20Library/COVID-19/Consolidated_Schools_Guidance.pdf).

The consolidated framework states that schools that have already reopened for in-person instruction must, by February 1, 2021, complete and post a COVID-19 Safety Plan (CSP) to their website homepage. The CSP consists of two parts:

- (1) the Cal/OSHA COVID-19 Prevention Program (CPP) and
- (2) the COVID-19 School Guidance Checklist.

**Sacred Heart Parish School's** completed Cal/OSHA CPP and COVID-19 School Guidance Checklist are included in the following CSP. The school also maintains a site Operations Plan, which are the detailed plans describing how the school will meet the requirements outlined in the CSP elements.

Questions regarding **Sacred Heart Parish School's** CSP should be directed to the school principal.

**Sacred Heart Parish School's** COVID-19 Safety Plan was reviewed on January 25, 2021 by:

A handwritten signature in cursive script that reads "Kimberly Cheng".

Kimberly Cheng  
Superintendent of Schools  
Diocese of Monterey

**COVID-19 Prevention Program (CPP) for Diocese of Monterey Parish &  
School Operating Corporation**  
**Sacred Heart Parish School**  
**Hollister, CA**

This CPP is designed to control exposures to the SARS-CoV-2 virus that may occur in our workplace.

**Date: December 10, 2020**

**Authority and Responsibility**

**Dr. Rachel McKenna, Principal**, has overall authority and responsibility for implementing the provisions of this CPP in our workplace. In addition, all managers and supervisors are responsible for implementing and maintaining the CPP in their assigned work areas and for ensuring employees receive answers to questions about the program in a language they understand.

All employees are responsible for using safe work practices, following all directives, policies and procedures, and assisting in maintaining a safe work environment.

**Identification and Evaluation of COVID-19 Hazards**

We will implement the following in our workplace:

- Conduct workplace-specific evaluations using the **Risk Assessment** form previously distributed and Attached as **Appendix A**.
- Evaluate employees' potential workplace exposures to all persons at, or who may enter, our workplace.
- Review applicable orders and general and industry-specific guidance from the State of California, Cal/OSHA, and the local health department related to COVID-19 hazards and prevention.
- Evaluate existing COVID-19 prevention controls in our workplace and the need for different or additional controls.
- Conduct periodic inspections using the **Appendix B: COVID-19 Inspections form** as needed to identify unhealthy conditions, work practices, and work procedures related to COVID-19 and to ensure compliance with our COVID-19 policies and procedures.

**Employee participation**

Employees are encouraged to participate in the identification and evaluation of COVID-19 hazards by speaking with their supervisor or if not comfortable doing so, with their pastor, principal, Director of Human Resources or Superintendent of Schools.

**Employee screening**

We screen our employees by following the **COVID-19 Plan** previously distributed and

attached as Appendix C.

### **Correction of COVID-19 Hazards**

Unsafe or unhealthy work conditions, practices or procedures will be documented on the **Appendix B: COVID-19 Inspections** form and corrected in a timely manner.

### **Control of COVID-19 Hazards**

#### **Physical Distancing**

Employees will follow the **COVID-19 Plan: Appendix C**.

#### **Face Coverings**

Employees will follow State Guidelines as outlined in the **COVID-19 Plan: Appendix C**.

#### **Cleaning and disinfecting**

We implement the following cleaning and disinfection measures for frequently touched surfaces: as outlined in the **COVID-19 plan: Appendix C** and **Notice of Disinfection and Safety Plan: Appendix D**.

If there is a case of COVID-19 in the workplace, we will follow the cleaning requirements as outlined in the **Notice of Disinfection and Safety Plan: Appendix D**.

#### **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 must also not be shared, to the extent feasible. Where there must be sharing, the items will be disinfected between uses by outlined in **COVID-19 Plan: Appendix C**.

#### **Hand sanitizing**

In order to implement effective hand sanitizing procedures, we follow the procedure outlined in **COVID-19 Plan: Appendix C**.

#### **Personal protective equipment (PPE) used to control employees' exposure to COVID-19**

We evaluate the need for PPE (such as gloves, goggles, and face shields) as required by CCR Title 8, section 3380, and provide such PPE as needed outlined in the **COVID-19**

**Plan: Appendix C.  
Investigating and Responding to COVID-19 Cases**

This will be accomplished by using **COVID-19 POSITIVE (OR TREATED AS POSITIVE) EMPLOYEES/CLERGY/VOLUNTEERS AND PARISHIONERS: Appendix E.**

All investigations will be done by the Director of Human Resources. Please call Susan Mayer at 831-247-1040 if you become aware of any COVID-19 exposure, positive test, or symptoms of COVID-19.

**System for Communicating**

Our goal is to ensure that we have effective two-way communication with our employees, in a form they can readily understand, and that it includes the following information:

- Who employees should report COVID-19 symptoms and possible hazards to your supervisor, pastor or principal.
- That employees can report symptoms and hazards without fear of reprisal.
- Our procedures or policies for accommodating employees with medical or other conditions that put them at increased risk of severe COVID-19 illness.
- In the event we are required to provide testing because of a workplace exposure or outbreak, we will communicate the plan for providing testing and inform affected employees of the reason for the testing and the possible consequences of a positive test. If this were to happen, we will communicate with employees with close contacts or in the same workplace with a COVID-19 positive employee or visitor in writing using the attached notices: **Appendices F and G, respectively.**

**Training and Instruction**

We will provide effective training and instruction that includes:

- 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. We will provide this information if there is an exposure in the workplace.
- The fact 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.
  - An infectious person may have no symptoms.
- Methods of physical distancing of at least six feet and the importance 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, so physical distancing must be combined with other controls, including face coverings and hand hygiene, to be effective.
- The importance of frequent hand washing with soap and water for at least 20 seconds and using hand sanitizer when employees do not have immediate access to a sink or

- hand washing facility, and that hand sanitizer does not work if the hands are soiled.
- Proper use of face coverings and the fact that face coverings are not respiratory protective equipment - face coverings are intended to primarily protect other individuals from the wearer of the face covering.
  - COVID-19 symptoms, and the importance of obtaining a COVID-19 test and not coming to work if the employee has COVID-19 symptoms.
  - **We will use the CDC resources attached as Appendix H and will document the training using Appendix I**

### **Exclusion of COVID-19 Cases**

Where we have a COVID-19 case in our workplace, we will limit transmission by:

- Ensuring that COVID-19 cases are excluded from the workplace until our return-to-work requirements are met.
- Excluding employees with COVID-19 exposure from the workplace for 14 days after the last known COVID-19 exposure to a COVID-19 case.
- Continuing and maintaining an employee's earnings, seniority, and all other employee rights and benefits whenever it demonstrated that the COVID-19 exposure is work related. Wages will be continued if the employee has sick leave, vacation time or other paid time off or if the person has filed a worker's compensation claim. If the latter, the amount of the salary continuation is determined by the workers compensation system. If the employee has a hardship, he/she can contact his/her supervisor.
- Providing employees at the time of exclusion with information on available benefits.
- Certain employees may be eligible for a reasonable accommodation in connection with this policy. Employees should speak with their Supervisor about requesting an accommodation

### **Reporting, Recordkeeping, and Access**

It is our policy to:

- Report information about COVID-19 cases at our workplace to the local health department whenever required by law, and provide any related information requested by the local health department.
- Report immediately to Cal/OSHA any COVID-19-related serious illnesses or death, as defined under CCR Title 8 section 330(h), of an employee occurring in our place of employment or in connection with any employment.
- Maintain records of the steps taken to implement our written COVID-19 Prevention Program in accordance with CCR Title 8 section 3203(b).
- Make our written COVID-19 Prevention Program available at the workplace to employees, and to representatives of Cal/OSHA immediately upon request.
- Use a log maintained by the Human Resources Department to keep a record of and track all COVID-19 cases. The information will be made available as required by law, with personal identifying information removed.

## **Return-to-Work Criteria**

- COVID-19 cases with COVID-19 symptoms will not return to work until all the following have occurred:
  - At least 24 hours have passed since a fever of 100.4 or higher has resolved without the use of fever-reducing medications.
  - COVID-19 symptoms have improved.
  - At least 10 days have passed since COVID-19 symptoms first appeared.
- COVID-19 cases who tested positive but never developed COVID-19 symptoms will 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.
- A negative COVID-19 test will not be required for an employee to return to work.
- If an order to isolate or quarantine an employee is issued by a local or state health official, the employee will not return to work until the period of isolation or quarantine is completed or the order is lifted. If no period was specified, then the period will be 10 days from the time the order to isolate was effective, or 14 days from the time the order to quarantine was effective.

**Susan Mayer, Director of Human Resources**

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## Appendix A: Risk Assessment

### COVID-19 RISK ASSESSMENT

#### For Employees:

- √ Does the workplace have personal protective equipment available? Including:
  - face masks
  - gloves
  - anti-bacterial soap
  - hand sanitizer.
  
- √ Is there someone trained to take temperature of employees arriving for work?
  - Is there a private place for this?
  - Does the workplace have sufficient no-contact thermometers?
  
- √ Is there sufficient space between the work areas to maintain safe distancing?
  - Private office?
  - Staggered work hours available?
  - Can employees continue to work at home?
  
- √ Does the workplace have disinfecting supplies that comply with the Cal-OSHA requirements?
  - Is your workplace following the EPA guidelines? <https://www.epa.gov/pesticide-registration/list-n-disinfectants-use-against-sars-cov-2>
  - Are you cleaning often enough?
    - Daily for all surfaces?
    - After each use for frequently used surfaces (e.g. copy machines, phones, door knobs)
  - Does your workplace have enough equipment so that employees do not have to share:
    - Phones
    - Computers
    - Work area
  
- √ Are your employees implementing individual controls to stop the spread of COVID-19?
  - Take their temperatures at home
  - Stay home if sick
  - Stay home if you have had close contact with someone with COVID-19
  
- √ Does your workplace have common areas?
  - If so, can you limit the number of employees who use it at one time?
  - Can you stagger lunch and breaks?



For Visitors (if applicable in your county)

- √ Does the reception area have safe distancing protocols?
  - Does your workplace have cues to stay six feet apart? (e.g. tape markers or dividers)
  - Does your workplace have a barrier between the employee and visitor that is either a physical barrier (window system or similar) or a cue (stay behind line)?
  
- √ Does the workplace have the ability to provide services contact-free?
  - Can you limit the amount of cash that is exchanged?
  - Can you limit interaction between employee and visitors so that items are placed on a counter and the employee can move back while the visitor approaches and takes the items?
  
- √ Do you have protocols for visitors?
  - Is there signage that informs visitors of needed precautions (e.g. distancing)?
  - Require face covering
  - Self-certify that visitors do not have COVID-19 symptoms or recent exposure
  - Redirect visitors to use the telephone or email system to contact the office if possible?

## Appendix B: COVID-19 Inspections

Date: **January 2021**

Name of person conducting the inspection: **Rachel McKenna and Joanne Soza**

Work location evaluated: **Sacred Heart Parish School, Hollister**

Exposure Controls	Status	Person Assigned to Correct	Date Corrected
<b>Engineering</b>			
Barriers/partitions	Present		
Ventilation (amount of fresh air and filtration maximized)	Present		
Additional room air filtration	Present in some classrooms (as needed)		
<b>Administrative</b>			
Physical distancing	Present		
Surface cleaning and disinfection (frequently enough and adequate supplies)	Present		
Hand washing facilities (adequate numbers and supplies)	Present		
Disinfecting and hand sanitizing solutions being used according to manufacturer instructions	Present		
<b>PPE</b> (not shared, available and being worn)	Present and extras on hand		
Face coverings (cleaned sufficiently often)	Present		
Gloves	Present		
Face shields/goggles	Present		
Respiratory protection	Different types of masks available for teachers and students		

## Appendix C: Covid-19 Plan

### COVID-19 Worksite Plan

Name of Worksite: Sacred Heart Parish School

Address of Worksite: 670 College St., Hollister CA 95023

Name of Site Supervisor: Dr. Rachel McKenna

Date: December 2020

Contact Information for the County Public Health Department:

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For Employees:

1. Employees will self-screen at home before coming to work:
  - a. If they have respiratory symptoms, they will stay home and inform their supervisor.
  - b. If they have any of the following symptoms, they will stay home and inform their supervisor:
    - i. Cough
    - ii. Shortness of breath or difficulty breathing
    - iii. Fever
    - iv. Chills
    - v. Muscle pain
    - vi. Sore throat
    - vii. New loss of taste or smellRefer to this link for more information:  
<https://www.cdc.gov/coronavirus/2019-ncov/symptoms-testing/symptoms.html>
  - c. If they feel at all sick or have any of the above symptoms, they will stay home and inform their supervisor.
  - d. They will stay home if they have been exposed to someone with COVID-19 and inform their supervisor.
  - e. If the employee gets a COVID-19 positive test, he/she will immediately inform the site supervisor and not return to work until cleared by the doctor.
2. They will wash their hands frequently using the CDC protocol found at this link:  
<https://www.cdc.gov/handwashing/index.html>
3. As employees arrive for work, each one will be evaluated for COVID-19 symptoms:
  - a. He/she will be asked the following questions:
    - i. Do you have a fever?
    - ii. Do you have any respiratory symptoms: cough or shortness of breath?
    - iii. Have you been exposed to someone with COVID-19?

- b. Temperature will be taken. If temperature is elevated (above 99 °F), the employee will be asked to go home and report to her/his doctor. Ideally, the temperature would be taken by another employee. Both employees would need to be wearing facemasks during the procedure. If it is not possible or practical to have another person take the temperature, the employee him/herself will do and sanitize the thermometer afterwards. If the employee has a temperature about 99 degrees F, he or she will go home and he/she will inform his/her supervisor.
4. Safe Distancing will be practiced and Face Masks must be worn:
  - a. Those with private offices will work in them. When leaving for any reason, they will wear a face covering. Before returning to their office, the employee will wash his/her hands or use hand sanitizer.
  - b. Any time an employee is not in his/her private office, he/she will wear a face covering.
  - c. For those without private offices, work hours will be staggered so that employees are not working in close proximity to each other (e.g. separated at a minimum of 6 ft).
  - d. When walking through common workspaces such as the copy room, restroom, all employees and visitors will wear masks.
  - e. Employees who can work from home will continue to do so and minimize time in the office.
5. Employees will wear protective equipment when meeting the public
  - a. Visitors are required to wear face coverings
  - b. Employees are required to wear face coverings
  - c. Employees are required to wear gloves
6. Employees should not share office equipment such as computers, phones and workspaces. If they must use shared equipment such as copiers, scanners and postage meter, the equipment will be disinfected after each use.
7. Employees will use EPA approved disinfectants to clean their work areas after each shift. Employees will leave enough time at the end of their shifts to complete the cleaning process. All such time is considered work time. When using shared equipment such as copiers, disinfect after each use. This link provides more guidance: <https://www.epa.gov/pesticide-registration/list-n-disinfectants-use-against-sars-cov-2>

#### For Visitors

1. Place signs instructing visitors to observe the visual cues to stay 6 feet apart and 6 feet from employees as well as other requirements;
  - a. Must wear a facemask
  - b. Must not visit if have any symptoms (as outlined above)
2. Place visual cues for visitors: tape lines, windows and similar cues to keep the six-foot distance between people.
3. Place hand sanitizer at the entrances to the offices and require visitors to sanitize their hands before entering.

Consider changing traffic patterns so that there is one way in the office and one way out. At the same time, limit the number of visitors who come into the office at one time.

#### For Cleaning Personnel

1. Clean the work site thoroughly every day using approved disinfectants. Refer to the link above for EPA approved disinfectants.
2. Pay special attention to common areas (used by more than one person), reception areas, conference rooms, stairwells and doorknobs.
3. Ensure that there are disposable paper towels in the bathrooms and kitchenettes and that there is anti-bacterial hand soap available near every sink.

#### For the site supervisor:

1. He or she will train employees in the above protocols.
2. Train employees in how to prevent COVID-19 from spreading and which underlying health conditions may make individuals more susceptible to contracting the virus.
3. He or she will complete a weekly evaluation to ensure the protocols are being implemented. Concerns identified should be pursued to identify areas of improvement and a plan to implement these.
4. He or she will ensure that there are adequate supplies including:
  - a. Face coverings
  - b. Gloves
  - c. Disinfectant
  - d. Hand sanitizer
  - e. Hand soap
5. He/she will ensure that the disinfection protocols discussed in this plan are implemented.
6. He/she will place hand sanitizer throughout the workplace to encourage good hand sanitation.
7. If an employee tests positive for COVID-19, the site supervisor will investigate and determine if any workplace factors could have contributed to the risk of infection. If so, he/she will update this plan. Please notify HR of any incidences of positive COVID-19 cases.
8. Ensure that safe distancing protocols are in place:
  - a. Close or limit access to common areas. If used, make sure they are cleaned and disinfected at the end of the use.
  - b. Ensure that visitors follow the safe distancing rules above.
  - c. Consider installing a plastic shield to protect the receptionist's workspace.
  - d. Ensure ventilation of the work areas is adequate.
9. Consider changing the traffic flow for employees. (e.g. only one person on an elevator at a time, one-way traffic patterns around the office.)
10. Ensure that employees do not congregate in kitchenettes, bathrooms or common areas.
11. Establish no contact protocols for working with visitors.
12. Remind employees, volunteers, visitors and others that following this protocol is mandatory.
13. Post the required certification at the workplace. See this link for more information:  
<https://covid19.ca.gov/pdf/checklist-office-workspaces.pdf>

## Appendix D: Disinfection and Safety Plan

### Diocese of Monterey Notice of Disinfection and Safety Plan

#### California Labor Code 6409.6

In response to the COVID-19 pandemic the Diocese of Monterey adopted and implemented a disinfection and safety plan per the guidelines of the federal Centers for Disease Control. Now, in response to a potential COVID-19 exposure, we are providing the following information on the Diocese of Monterey's current disinfection and safety plan and new measures we are implementing.

1. Routine Cleaning: Employees will use EPA approved disinfectants to clean their work areas after each shift. Employees will leave enough time at the end of their shifts to complete the cleaning process. All such time is considered work time. When using shared equipment such as copiers, disinfect after each use. This link provides more guidance: <https://www.epa.gov/pesticide-registration/list-n-disinfectants-use-against-sars-cov-2>
2. When an employee or visitor gets sick at work, Cleaning and disinfecting requirements include:
  - Close any areas used by the person for a prolonged period of time (i.e. 15 minutes).
  - Wait 24 hours before cleaning and disinfecting to minimize potential for other employees being exposed to respiratory droplets.
  - During the waiting period, open doors and windows.
  - Use protocols that meet the EPA criteria see this <https://www.cdc.gov/coronavirus/2019-ncov/community/clean-disinfect/index.html> and this <https://www.epa.gov/newsreleases/epa-cdc-release-guidance-cleaning-and-disinfecting-spaces-where-americans-live-work> :  
The person cleaning must wear gloves, facemask and gown.
3. If a person states that he/she was in your building and later tests positive or has symptoms, take the following steps:
  - If it has been fewer than 7 days since the sick person used the facility, clean and disinfect all areas used by the sick person.
  - If it has been 7 days or more since the sick employee used the facilities, additional cleaning is not necessary.
4. In other situations where the person tests positive but does not have any symptoms or has only a close contact with someone who is positive for COVID-19: Regular cleaning protocols can resume unless the person develops symptoms or becomes COVID-19 positive. In that case, follow applicable guidance above.

## Appendix E: Summary of CDC Guidance

RE: SUMMARY OF CDC GUIDANCE<sup>1</sup> SUBJECT TO THE ATTORNEY CLIENT PRIVILEGE  
COVID-19 POSITIVE (OR TREATED AS POSITIVE) EMPLOYEES/CLERGY/VOLUNTEERS AND  
PARISHIONERS  
UPDATED December 18, 2020

December 18, 2020 UPDATED SECTIONS

The updates include the following areas:

1. Shortening of the quarantine period for close contact
2. New requirements for those returning to work after a shortened quarantine period
3. Clarification of who is a close contact.

Purpose of this Memo:

The purpose of this memo is to provide you with the Diocese's policy and procedure on how to handle a situation where your employee, priest, deacon, volunteer or parishioner<sup>2</sup> has COVID-19 (or is treated as positive for COVID-19) or has been in close contact with someone with COVID-19

**If you have an employee, priest, deacon or volunteer who has COVID-19, tests positive for COVID-19 or is treated as COVID-19 positive, has a close contact with someone who has COVID-19, please call Susan Mayer as soon as possible and within 24 hours of learning of the positive test or close contact. We have to keep track of these cases for legal compliance purposes. 831-247-1040.**

Please understand that if you are affected by this guidance because you have COVID-19, test positive for COVID-19 or are treated as positive for COVID-19 or have a close contact with someone with COVID-19, you must follow these rules.

We hope this information is helpful to you but know that you can always call at any time you need assistance.

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<sup>1</sup> Information comes from the CDC website as of 11/17/2020

<sup>2</sup> If the situation involves a student at a Catholic school, please contact Kimberly Cheng for assistance.

## FREQUENTLY ASKED QUESTIONS

### **1. How do I determine if my employee, priest, deacon, parishioner or volunteer has a COVID-19 symptom that requires him/her to be treated as COVID-19 positive?**

To determine if an employee, volunteer or parishioner is subject to these guidelines, please use the CDC self-assessment tool found at <https://www.cdc.gov/coronavirus/2019-ncov/symptoms-testing/coronavirus-self-checker.html> and on our website under “human resources.” (<https://dioceseofmonterey.org/human-resources> ).

If the self-assessment tool indicates that the person may have COVID-19, please use these rules to determine how to handle the situation.

### **2. If my employee/priest/deacon/volunteer/parishioner/ either tests positive for COVID-19 (with symptoms) or is otherwise treated as COVID-19 positive because he/she has COVID-19 symptoms,<sup>3</sup> when can the person return to work, school or church? And what should I do?**

a. the person may return to activities with others when:

i. the person was not hospitalized:

- 24 hours have elapsed without a fever of 100.4 F or higher and without taking a fever-reducing medication; and,
- The symptoms have improved; and,
- 10 days have elapsed since the symptoms first appeared.

ii. If the person was hospitalized: Please call Susan Mayer for assistance.

b. Cleaning and disinfecting requirements include:

- Close any areas used by the person for a prolonged period of time (i.e. 15 minutes).
- Wait 24 hours before cleaning and disinfecting to minimize potential for other employees being exposed to respiratory droplets.
- During the waiting period, open doors and windows.
- Use protocols that meet the EPA criteria see this [link](#): and this [link](#):

The person cleaning must wear gloves, facemask and gown.

### **3. What if my employee/priest/deacon/parishioner/volunteer was exposed to someone who has tested positive for COVID-19 or is treated as COVID-19 positive, (and does not have any symptoms) what does that person have to do?**

a. For this section to apply, the person must not have any COVID-19 symptoms. If he/she does have symptoms, refer to number 1 and 2 above.

b. Only those who have a “close contact” must take precautions.

i. Those with a “close contact” are those who meet BOTH of these:

1. Were within 6 feet of the COVID-19 positive (or treated as positive) person  
AND
2. For 15 minutes or more (cumulatively over a 24-hour period).

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<sup>3</sup> Symptoms include fever or chills, cough, shortness of breath or difficulty breathing, muscle or body aches, headache, new loss of taste or smell, sore throat, congestion or runny nose, vomiting, diarrhea.



- c. If the person is a “close contact” then he/she must:
  - i. Stay home and quarantine for 10 days from the date of exposure
  - ii. Taking a test will not end the quarantine earlier. A person can become sick with COVID-19 anytime within the 14-day incubation period which is the reason for the added precautions outline in section iii (below)
  - iii. If the person does return to work after only the 10-day quarantine, he she must:
    - 1. Strictly adhere to wearing a face covering at all times. During work time he/she must specifically wear a surgical mask and at other times may wear a face covering until 14 days have elapsed since the date of the last exposure;
    - 2. Maintain 6 feet of distance between him/herself and others until the 14 days since the last exposure have elapsed; and,
    - 3. Self-monitor for COVID-19 symptoms through day 14 from the date of the last exposure. If symptoms appear, he/she must immediately contact either the County Health Department or his/her doctor for testing.
- d. Cleaning: Regular cleaning protocols can resume unless the person develops symptoms or becomes COVID-19 positive. In that case, follow applicable guidance above

**4. What if my employee/priest/deacon/volunteer/parishioner has COVID-19 symptoms and was hospitalized?**

There additional steps we must take in this situation. Please call Susan Mayer to discuss.

**5. What if my employee/priest/deacon/volunteer/parishioner tests positive for COVID-19 but has no symptoms? When can the person return to work, school or church?**

- a. The person may continue or return to activities when 10 days have elapsed since the test.  
BUT
- b. If the person subsequently develops symptoms, follow FAQs #2 and #4 (if applicable) above.

**6. What if I find out several days later after an employee worked, or priest/deacon/volunteer/parishioner was in the parish or school that they were tested positive for COVID-19 or is otherwise treated as COVID-19 positive?**

5. The person may return to activities as outlined above in FAQ #2 #3 or #4 depending on whether he/she has symptoms.

6. Cleaning

- If it has been fewer than 7 days since the sick person used the facility, clean and disinfect all areas used by the sick person.
- If it has been 7 days or more since the sick employee used the facilities, additional cleaning is not necessary.

7. Exposure to others

- Without disclosing the identity of the sick person, let others who may be close contacts know of the potential exposure.
- If the person had a contact with someone who has COVID-19 or tested positive for COVID-19, the person should stay home and self-quarantine for 14 days.

**7. What if my employee/priest/deacon/volunteer/parishioner comes to work, church or school showing signs of COVID-19 or gets sick at work, church or school? What do I do?**

- a. The sick person should be immediately isolated and sent home.
- b. The person may return to activities with others as outlined in this summary.
- c. Cleaning and disinfecting requirements include:
  - Close any areas used by the person for a prolonged period of time (i.e. 15 minutes).
  - Wait 24 hours before cleaning and disinfecting to minimize potential for other employees being exposed to respiratory droplets.
  - During the waiting period, open doors and windows.
  - Use protocols that meet the EPA criteria see this [link](#): and this [link](#):
  - The person cleaning must wear gloves, facemask and gown.

**8. Is it considered a “close contact” if the person with COVID-19 or COVID-19 positive test was wearing a facemask?**

Yes, “close contact” is defined by proximity and time only. Therefore, such an exposure should be treated as outlined in FAQ #3 if the proximity and time criteria are met.

**9. What if the employee/priest/deacon/volunteer has symptoms of COVID-19 but suffers from asthma, hay fever, allergies or other known condition? How do I handle that situation?**

If the person has a fever, please ask the person not to enter the parish/church or school. Fever is a sign of an infection which could be spread to others. If the person does not have fever and has a history of asthma, hay fever, allergies or similar condition, he/she may continue to participate in church/school activities unless the symptoms are different or more severe than normal. In this case, the parishioner/employee/student/volunteer should be sent home and should consult with his/her doctor to determine if he/she has COVID-19.

**10. How much information do I communicate to others in the workplace or church about someone who is COVID-19 positive?**

- a. Only disclose to close contacts that a person in the workplace tested positive or is treated as testing positive for COVID-19.
- b. If the person gives permission, we may communicate the information more broadly.
- c. If the person is sick at work, you may communicate to the other employees that the person was sent home and how you are handling the case. However, do not disclose more information than needed.

## Appendix F Notice to Employee of Close Contact

[Date]

[name of employee]

[address or email]

RE: Diocese of Monterey Notice of a Potential Exposure To COVID-19: California Labor Code 6409.6

Dear [name of employee]

On [applicable date], the Diocese of Monterey received a notice that you were potentially exposed to COVID-19, at [name and address of the workplace]

Within the infectious period of time, currently defined by the State Department of Public Health as the 48 hours (2 days) before the individual developed COVID-19 symptoms. If the COVID-19 positive employee is asymptomatic, the infectious period begins 48 hours before the COVID-19 test occurred. You were on the Diocese of Monterey premises at the same worksite as an individual who has one of the following: [choose applicable bullet, delete others]

- A laboratory confirmed case of COVID-19,
- A positive COVID-19 diagnosis from a licensed health care provider,
- Is subject to a COVID-19 related isolation order provided by a public health official, or
- Who has died due to COVID-19 within the infectious period of time.

We have determined you are someone whom he or she had “close contact” with, which is defined as a person who was within 6 feet of the COVID-19 positive employee for a cumulative period of 15 minutes during a 24 hour period starting from 2 days before illness onset (or, for asymptomatic patients, 2 days prior to test specimen collection) until the time the patient is isolated. The determination of a *close contact* is made regardless of whether the individuals were wearing a face covering or other personal protective equipment. Based on the information available to the Diocese of Monterey, your last “close contact” with this individual was on \_\_\_\_\_[date].

Given your potential exposure to COVID-19, the Diocese of Monterey requests that you quarantine at home for 14 days after [date of exposure] before returning to work. Further, it is recommended that you contact your health care provider and local public health department for guidance and information about possible actions you should take based on your individual circumstances.

COVID-19 related benefits the Diocese of Monterey offers that you may be eligible for include:

- Families First Coronavirus Response Act Emergency Paid Sick Leave (until 12/31/2020)
- Diocese of Monterey paid sick leave

- Paid vacation
- Workers' Compensation
- Medical Disability leave
- State disability

Certain employees may be eligible for a reasonable accommodation in connection with this policy. Employees should speak with their Supervisor about requesting an accommodation.

Additionally, the Diocese of Monterey will give you work time to be tested for COVID-19. Once you receive your results, you are required to report to them to [name of site supervisor]. All medical information will be kept confidential.

The health and safety of employees, parishioners, and community is of utmost importance to us. The Diocese of Monterey is investigating whether any workplace conditions contributed to this exposure and what can be done going forward to reduce the risk of a COVID-19 exposure. Please see the attached Notice of Disinfection and Safety Plan.

Please contact [name of site supervisor] with any questions you may have and for more information on available leave and benefits.

Very truly yours,

Susan A. Mayer  
Director, Human Resources

[Fecha]

[nombre del empleado]

[dirección o correo electrónico]

RE: Aviso de la Diócesis de Monterey de una posible exposición al COVID-19: Código Laboral de California 6409.6

Estimado(a) [nombre del empleado]

El [fecha aplicable], la Diócesis de Monterey recibió un aviso de que usted estuvo potencialmente expuesto al virus COVID-19, en [nombre y dirección del lugar de trabajo] dentro del período de tiempo infeccioso, actualmente definido por el Departamento de Salud Pública del Estado como 48 horas (2 días) antes de que el individuo desarrollara síntomas de COVID-19. Si el empleado positivo al COVID-19 está asintomático, el período infeccioso comienza 48 horas antes de que ocurra la prueba de COVID-19. Usted estuvo en las instalaciones de la Diócesis de Monterey en el mismo lugar de trabajo que una persona que: [elijá la descripción correspondiente, elimine las otras]

- Tiene un caso confirmado por prueba de laboratorio para el COVID-19,
- Tiene un diagnóstico positivo del COVID-19 de un proveedor de atención médica autorizado,
- Está sujeto(a) a una orden de aislamiento relacionada con COVID-19 proporcionada por un funcionario de salud pública, o
- Haya fallecido debido al COVID-19 dentro del período de tiempo infeccioso.

Hemos determinado que usted es alguien con quien tuvo un "contacto cercano", lo que se define como una persona que estuvo a aproximadamente a 6 pies de distancia del empleado que resultó positivo del COVID-19 por un período acumulativo de al menos 15 minutos. Este contacto tuvo lugar durante un período de 24 horas marcado a partir de dos días antes del inicio de los síntomas de la enfermedad de esa persona (o, para pacientes asintomáticos, ocurrió dos días antes de que fue colectada la muestra de prueba de laboratorio) hasta el momento en que fue aislado el paciente. La determinación de un contacto cercano se realiza independientemente de si las personas llevaban una cubierta facial (mascarilla) u otro equipo de protección personal. Según la información disponible para la Diócesis de Monterey, su último "contacto cercano" con esta persona fue el [indique la fecha de exposición].

Dada su posible exposición al COVID-19, la Diócesis de Monterey le solicita que se ponga en cuarentena en su casa durante 14 días contados a partir de [fecha de exposición], antes de regresar al trabajo. Además, se le recomienda que se comunique con su proveedor de atención médica y el

departamento de salud pública local para obtener orientación e información adicional sobre las posibles acciones que debe usted tomar en función de sus circunstancias individuales.

Los beneficios o prestaciones relacionadas con el COVID-19 que ofrece la Diócesis de Monterey para los que pueden ser elegibles incluyen:

- Prestación o permiso pagado por enfermedad de emergencia de la Ley de Respuesta al Coronavirus de para Familias (vigente hasta el 31/12/2020)
- Licencia o prestación pagada por enfermedad de la Diócesis de Monterey
- Vacaciones pagadas
- Compensación para trabajadores
- Licencia por discapacidad médica
- Discapacidad estatal

Algunos empleados pueden ser elegibles a ser otorgados una adaptación razonable en relación con estas normas. Los empleados deben hablar con su supervisor sobre cómo pueden solicitar una adaptación.

Además, la Diócesis de Monterey le dará tiempo durante horas de trabajo para hacerse la prueba de COVID-19. Una vez que reciba sus resultados, debe informarle a [nombre del supervisor del sitio]. Toda la información médica se mantendrá confidencial.

La salud y seguridad de los empleados, de los feligreses y de la comunidad es de suma importancia para nosotros. La Diócesis de Monterey está investigando si las condiciones del lugar de trabajo contribuyeron a esta exposición al virus que usted tuvo y determinar qué se puede hacer en el futuro para reducir el riesgo de exposición al COVID-19. Consulte el Aviso de Desinfección y Plan de Seguridad adjunto.

Comuníquese con [nombre del supervisor del sitio] si tiene alguna pregunta y para obtener más información sobre los beneficios o prestaciones disponibles.

Muy atentamente,

Susan A. Mayer

Directora de Recursos Humanos

## Appendix G: Workplace Notice

TO: All Employees at [name of affected location]  
FROM: Susan Mayer, Director of Human Resources

DATE: [date of notice]

RE: Diocese of Monterey Notice of a Potential Exposure To COVID-19: California  
Labor Code 6409.6

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On [date], the Diocese of Monterey received a notice that employee(s) were potentially exposed to COVID-19, [name and address of location]

You were on Diocese of Monterey premises listed above at the same time as an individual who has [choose applicable bullet and delete others]

- A laboratory confirmed case of COVID-19,
- A positive COVID-19 diagnosis from a licensed health care provider,
- Is subject to a COVID-19 related isolation order provided by a public health official, or
- Who has died due to COVID-19 within the infectious period of time

Based on the information available to the Diocese of Monterey, you have not been identified as someone with whom the individual had “close contact” with, which is defined as spending 15 minutes or more within 6 feet of an individual with COVID-19 at the time that he or she tested positive for COVID-19.

Under our policies and procedures, you do not have to quarantine because you were not a close contact of the person. However, if you wish, you may take worktime to get a COVID-19 test. If you choose to get a test, you are required to report the results of your COVID-19 test to [name of site supervisor]. All medical information will be kept confidential.

COVID-19 related benefits the Diocese of Monterey offers that you may be eligible for include:

- Diocese of Monterey provided paid sick leave
- Workers’ Compensation
- Leave under the Family Medical Leave Act and/or California Family Rights Act
- State disability

The health and safety of employees, parishioner, and community is of utmost importance to us. Please see the attached Notice of Disinfection and Safety Plan.

Please contact [name of site supervisor] with any questions you may have and for more information on available leave and benefits.

PARA: Todos los empleados de [nombre de la ubicación afectada]

DE: Susan Mayer, Directora de Recursos Humanos

FECHA: [fecha de notificación]

RE: Aviso de la Diócesis de Monterey de una posible exposición al COVID-19: Código Laboral de California 6409.6

El [fecha], la Diócesis de Monterey recibió un aviso de que los empleados de [nombre y dirección de la ubicación] fueron potencialmente expuestos al COVID-19,

Ustedes estuvieron en las instalaciones de la Diócesis de Monterey mencionadas anteriormente al mismo tiempo que una persona quien [elijan la opción correspondiente y elimine las otras]

- Es un caso confirmado del COVID-19 por prueba de laboratorio,
- Recibió un diagnóstico positivo del COVID-19 dado por un proveedor de atención médica autorizado,
- Está sujeto(a) a una orden de aislamiento relacionada con COVID-19 proporcionada por un funcionario de salud pública, o
- Ha fallecido debido al COVID-19 dentro del período de tiempo infeccioso

Con base en la información disponible para la Diócesis de Monterey, usted no ha sido identificado como alguien con quien la persona tuvo "contacto cercano". El "contacto cercano" es definido por el pasar un período de tiempo de 15 minutos o más, a una distancia de 6 pies o menos, de una persona con COVID-19 en el momento en que fue determinada esa persona el ser positiva al COVID-19.

Según nuestras políticas y procedimientos, usted no tiene que ponerse en cuarentena porque no tuvo un contacto cercano a esa persona. Sin embargo, si lo desea, puede tomar tiempo durante horas de trabajo para hacerse una prueba de COVID-19. Si elige hacerse una prueba, debe informar los resultados de su prueba del COVID-19 a [nombre del supervisor del sitio]. Toda la información médica se mantendrá confidencial.

Los beneficios o prestaciones relacionadas con el COVID-19 que ofrece la Diócesis de Monterey para los que puede ser elegible incluyen:

- Tiempo por enfermedad pagado por la Diócesis de Monterey
- Compensación para trabajadores
- Licencia bajo la Ley de Licencia Médica Familiar y / o la Ley de Derechos Familiares de California
- Discapacidad estatal

La salud y seguridad de los empleados, de los feligreses y de la comunidad son de suma importancia para nosotros. Consulte el Aviso de Desinfección y Plan de Seguridad adjunto.

Comuníquese con [nombre del supervisor del sitio] si tiene alguna pregunta y para obtener más información sobre los beneficios disponibles.



## **Appendix H: Training Materials (English and Spanish)**

## Appendix I: COVID-19 Training Roster

Date: **1/6/21 and 1/13/21**

Person that conducted the training: **Susan Mayer and Kimberly Cheng**

Employee Name	Signature
Rachel McKenna Joanne Soza Terri Picha Brenda Berstein Chris Bishop Bridget Christenson Catherine Olivas Felicia Andrade Michele Tiller Michelle Quinn Estela Rodriguez Sandra Vargas Adriana Villanueva Aracely Humphrey Connie Bumatay Cece Hinz	1/6/21
Briahna Leffew Melissa Remmick	1/13/21

# COVID-19 School Guidance Checklist

January 14, 2021

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CALIFORNIA  
**ALL**

Your Actions  
Save Lives



Date: 1/2021

# 2021 COVID-19 School Guidance Checklist

Name of Local Educational Agency or Equivalent: Sacred Heart Parish School - C

Number of schools: 1

Enrollment: 185

Superintendent (or equivalent) Name: Rachel McKenna (Principal)

Address: 670 College St.

Phone Number: (831) 637-4157

Hollister, CA 95023

Email: rmckenna@sacredheartschool.org

Date of proposed reopening:

Reopening was in October 2020

County: San Benito County

Grade Level (check all that apply)

Current Tier: Purple +

TK  2<sup>nd</sup>  5<sup>th</sup>  8<sup>th</sup>  11<sup>th</sup>

(please indicate Purple, Red, Orange or Yellow)

K  3<sup>rd</sup>  6<sup>th</sup>  9<sup>th</sup>  12<sup>th</sup>

Type of LEA: n/a (private school)

1<sup>st</sup>  4<sup>th</sup>  7<sup>th</sup>  10<sup>th</sup>

**This form and any applicable attachments should be posted publicly on the website of the local educational agency (or equivalent) prior to reopening or if an LEA or equivalent has already opened for in-person instruction. For those in the Purple Tier, materials must additionally be submitted to your local health officer (LHO), local County Office of Education, and the State School Safety Team prior to reopening.**

The email address for submission to the State School Safety for All Team for LEAs in Purple Tier is:

[K12csp@cdph.ca.gov](mailto:K12csp@cdph.ca.gov)

**LEAs or equivalent in Counties with a case rate  $\geq 25/100,000$  individuals can submit materials but cannot re-open a school until the county is below 25 cases per 100,000 (adjusted rate) for 5 consecutive days.**

## For Local Educational Agencies (LEAs or equivalent) in ALL TIERS:

■ I, Dr. Rachel McKenna, Principa, post to the website of the local educational agency (or equivalent) the COVID Safety Plan, which consists of two elements: the **COVID-19 Prevention Program (CPP)**, pursuant to CalOSHA requirements, and this **CDPH COVID-19 Guidance Checklist** and accompanying documents,

which satisfies requirements for the safe reopening of schools per CDPH [Guidance on Schools](#). For those seeking to open while in the Purple Tier, these plans have also been submitted to the local health officer (LHO) and the State School Safety Team.

I confirm that reopening plan(s) address the following, consistent with guidance from the California Department of Public Health and the local health department:

**Stable group structures (where applicable):** How students and staff will be kept in stable groups with fixed membership that stay together for all activities (e.g., instruction, lunch, recess) and minimize/avoid contact with other groups or individuals who are not part of the stable group.

Please provide specific information regarding:

How many students and staff will be in each planned stable, group structure? (If planning more than one type of group, what is the minimum and maximum number of students and staff in the groups?)

Each grade level class is a stable cohort (made of 12-21 students)

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If you have departmentalized classes, how will you organize staff and students in stable groups?

Students stay in stable classroom cohorts and subject teachers move to

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If you have electives, how will you prevent or minimize in-person contact for members of different stable groups?

No electives at this time are offered.

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**Entrance, Egress, and Movement Within the School:** How movement of students, staff, and parents will be managed to avoid close contact and/or mixing of cohorts.

**Face Coverings and Other Essential Protective Gear:** How CDPH's face covering requirements will be satisfied and enforced for staff and students.

**Health Screenings for Students and Staff:** How students and staff will be screened for symptoms of COVID-19 and how ill students or staff will be separated from others and sent home immediately.

**Healthy Hygiene Practices:** The availability of handwashing stations and hand sanitizer, and how their safe and appropriate use will be promoted and incorporated into routines for staff and students.

**Identification and Tracing of Contacts:** Actions that staff will take when there is a confirmed case. Confirm that the school(s) have designated staff persons to support contact tracing, such as creation and submission of lists of exposed students and staff to the local health department and notification of exposed persons. Each school must designate a person for the local health department to contact about COVID-19.

**Physical Distancing:** How space and routines will be arranged to allow for physical distancing of students and staff.

Please provide the planned maximum and minimum distance between students in classrooms.

Maximum: 10 feet

Minimum: 6 feet. If this is less than 6 feet, please explain why it is not possible to maintain a minimum of at least 6 feet.

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**Staff Training and Family Education:** How staff will be trained and families will be educated on the application and enforcement of the plan.

**Testing of Staff:** How school officials will ensure that students and staff who have symptoms of COVID-19 or have been exposed to someone with COVID-19 will be rapidly tested and what instructions they will be given while waiting for test results. Below, please describe any planned periodic asymptomatic staff testing cadence.

Staff asymptomatic testing cadence. Please note if testing cadence will differ by tier:

Surveillance testing has been in effect since September 2020.

**Testing of Students:** How school officials will ensure that students who have symptoms of COVID-19 or have been exposed to someone with COVID-19 will be rapidly tested and what instructions they will be given while waiting for test results. Below, please describe any planned periodic asymptomatic student testing cadence.

Planned student testing cadence. Please note if testing cadence will differ by tier:

Students are encouraged to test or follow quarantine CDC procedures.

**Identification and Reporting of Cases:** At all times, reporting of confirmed positive and suspected cases in students, staff and employees will be consistent with [Reporting Requirements](#).

**Communication Plans:** How the superintendent will communicate with students, staff, and parents about cases and exposures at the school, consistent with privacy requirements such as FERPA and HIPAA.

**Consultation: (For schools not previously open)** Please confirm consultation with the following groups

Labor Organization

Name of Organization(s) and Date(s) Consulted:

Name: \_\_\_\_\_

Date: \_\_\_\_\_

Parent and Community Organizations

Name of Organization(s) and Date(s) Consulted:

Name: Board of Limited Jurisdiction

Date: Monthly meetings and consultati

*If no labor organization represents staff at the school, please describe the process for consultation with school staff:*

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**For Local Educational Agencies (LEAs or equivalent) in PURPLE:**

**Local Health Officer Approval:** The Local Health Officer, for (state County) Waiver Approved by Dr. Ghilarducci and. County has certified and approved the CRP on this date: September 29, 202. If more than 7 business days have passed since the submission without input from the LHO, the CRP shall be deemed approved.

**Additional Resources:**

[Guidance on Schools](#)

[Safe Schools for All Hub](#)