



OLIVE GROVE CHARTER SCHOOLS, INC. **COVID-19 PREVENTION PROGRAM (CPP)**

Olive Grove Charter Schools, Inc. (OGCS) wishes to ensure a safe and healthy environment for employees, staff, and students. Communicable and infectious diseases are minimized by providing prevention, education, identification through examination, surveillance, immunization, treatment and follow-up, isolation, and reporting.

Cal/OSHA's regulations require protection for workers exposed to airborne infectious diseases such as the 2019 Novel Coronavirus Disease (COVID-19). This guidance provides employers and workers with information for preventing exposure to the Coronavirus (SARS-CoV-2), the virus that causes COVID-19. Employers and employees should review their own health and safety procedures as well as the recommendations and standards detailed below to ensure workers are protected.

Date of Last Review: January 26, 2021

Authority and Responsibility

The Executive Director has overall authority and responsibility for implementing the provisions of this CPP in our workplace. In addition, all Directors are responsible for implementing and maintaining the CPP in their assigned work areas and 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.

BACKGROUND:

What is COVID-19?

On February 11, 2020, the World Health Organization announced an official name for the disease that is causing the 2019 Novel Coronavirus outbreak, first identified in Wuhan China. The new name of this disease is Coronavirus Disease 2019, abbreviated as COVID-19. COVID-19 is a new disease, caused by a new coronavirus that has not previously been seen in humans.

Symptoms of COVID-19:

Symptoms may appear 2-14 days after exposure to the virus. People with these symptoms may have COVID-19:

- Cough
- Shortness of breath or difficulty breathing
- Fever of 100.4 degrees Fahrenheit or higher
- Chills
- Fatigue
- Muscle or body aches
- Headache
- Sore throat
- Congestion or runny nose
- Nausea, vomiting or diarrhea
- New loss of taste or smell

How is it spread?

“COVID-19 hazard” means exposure to potentially infectious material that may contain SARS-CoV-2, the virus that causes COVID-19. Potentially infectious materials include airborne droplets, small particle aerosols, and airborne droplet nuclei, which most commonly result from a person or persons exhaling, talking or vocalizing, coughing, sneezing, or



procedures performed on persons which may aerosolize saliva or respiratory tract fluids, among other things. This also includes objects or surfaces that may be contaminated with SARS-CoV-2.

Note: In light of the hazards and risks to employees and teachers, employees of OGCS have been working remotely since March 2020, with a small number of staff periodically entering/working in the learning centers (LCs). Only students requiring in-person, assessment have been admitted to an LC for a limited amount of time.

Identification and Evaluation of COVID-19 Hazards

We have implemented the following in our workplace:

- Conduct workplace-specific evaluations using the **Appendix A: Identification of COVID-19 Hazards** form.
- 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.
- Volunteer Re-Opening Committee was established and first met on November 6, November 13 and November 20 of 2020. Hazards and safe practices were identified but it was determined that the school would not open at that time.

Employee participation

Employees and their authorized employees' representatives are encouraged to participate in the identification and evaluation of COVID-19 hazards. The Executive Director, Director of Fiscal Services and Facilities, and the Director of Human Resources combine to lead the Safety Committee, seeking collaboration during all staff and Director meetings.

Employee Screening

Our employees self-screen by the following Protocol: **Appendix D for Employee signed Affirmation.**

Until further notice the following protocol is required to enter any OGCS facility.

1. Review and answer the questions on the Wellness Affirmation Form. If you answer "yes" to these questions, please contact Human Resources before going to work, to further discuss.
2. Use the non-contact thermometer at the LC/DO to take your temperature.
3. Observe Face Cover Policy.
4. Maintain social distancing of a minimum of 6 feet.

Before Leaving:

5. Enter your time at the center into the COVID Tracker found in shared Google Docs folder: Teacher *Docs*>*Human Resources Documents*>*COVID 19*
6. Use antiseptic wipes to clean whatever you have touched such as tables, doorknobs, light switches, countertops, handles, desks, phones, keyboards, toilets, faucets, sinks, etc.



Visitor Screening

Visitors are screened with the same criteria as employees listed on the Wellness Affirmation form. The procedures are posted on the outside of the door of each OGCS facility. Non-contact thermometers will be used to test any visitors, (parents, students or vendors) entering.

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 based on the severity of the hazards, as follows:

The severity of the hazard will be assessed after investigation by the Director of Human Resources. A correction, who will correct, and an appropriate time frame will be assigned accordingly. The Director of HR will confirm the correction.

Control of COVID-19 Hazards

Physical Distancing

Where possible, we ensure at least six feet of physical distancing at all times in our workplace by:

- We have eliminated the need for workers to be in the workplace by arranging for employees to Telework from home. Occasionally staff may need to come into a LC which would be recorded on our COVID-19 Staff Contract Tracking form.
- Staff desks are situated 6 feet apart at minimum
- Signs are posted on the front door of each LC to remind visitors and staff of our screening protocol before entering the building.

Individuals will be kept as far apart as possible when there are situations where six feet of physical distancing cannot be achieved.

Face Coverings

We provide clean, undamaged face coverings and ensure they are properly worn by employees over the nose and mouth when indoors, and when outdoors and less than six feet away from another person, including non-employees, and where required by orders from the California Department of Public Health (CDPH) or local health department.

OGCS has purchased disposable face coverings for all employees to use in the workplace. These face coverings in each LC and District Office and available to all employees. If you need a replacement face covering in your LC, please request one from your Director, or Family Support Coordinator. You may use your own face covering, if preferred, so long as the use and care guidelines below are followed.

Employees working alone do not need to wear face coverings, but any time an employee is in a common area or within six feet of another person, the employee must be wearing a face covering.

In the event that it is necessary for students to test in person at an LC, additional plexiglass sneeze guards will be worn by all attending.

Face Covering Appropriate Use Guidelines

Face coverings are only effective for protection if they are handled, worn, stored and disposed of properly. Even when wearing a face covering, employees are required to maintain social distancing (six feet of space between employees) when possible. Employees are also required to adhere to the following guidelines when wearing a face covering:

- Practice proper hand hygiene. Before and after handling the face covering (to put on, adjust, or take off), either wash your hands or use hand sanitizer to reduce cross-contamination risk. The outside of the face covering is considered dirty.



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District Office
2353 S. Broadway, Second Floor, Santa Maria, CA 93454
Phone: 805.623.1111. Fax: 805.623.1175 www.olivegrovecharter.org

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- To ensure that you are wearing the face covering properly, make sure the face covering is fitted and is covering your nose, mouth and chin.
- If necessary, mark the outside of the face covering in some way so you can easily identify which side is the outside of the face covering, and handle it accordingly. Consider marking the outside with your initials in permanent ink.
- Remove the cloth face covering while eating during your meal period.
- Do not touch the outside of your face covering while it is on your face.
- Don't pull your face covering below your chin while you are wearing it. Leaving the face covering dangling or improperly fitted to your face creates opportunities for cross-contamination.
- After removing a cloth covering, please inspect it to see if it is torn, wet, or soiled.
 - If it is, please throw it away and obtain a new face covering from Director or Family Support Coordinator.
 - If not, please properly store the face covering as follows:
 - Fold the face covering in half so that the outside surfaces are touching
 - Place the face covering into a clean bag or container
- Always store a face covering in a clean place such as a clean paper or plastic bag. Never store it in a purse or pocket.

REMEMBER — The use of a face covering is not a substitute for physical distancing and washing hands and staying home when ill.

Please be advised that failure to follow the OGCS face covering policy may result in disciplinary action up to and including termination.

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

- When an employee is alone in a room.
- While eating and drinking at the workplace, provided employees are at least six feet apart and outside air supply to the area, if indoors, has been maximized to the extent possible.
- Employees who cannot wear face coverings due to a medical or mental health condition or disability, or who are hearing-impaired or communicating with a hearing-impaired person. Alternatives will be considered on a case-by-case basis.

Any employee not wearing a face covering, face shield with a drape or other effective alternative, or respiratory protection, for any reason, should not be entering any of our facilities at this time.

Engineering controls

We implement the following measures for situations where we cannot maintain at least six feet between individuals: When in-person testing occurs, we add an additional sneeze guard on top of the mask for all participants.

We maximize, to the extent feasible, the quantity of outside air for our buildings with mechanical or natural ventilation systems by:

- Opening windows for ventilation
- Changing filters at least 2 X per year, more as needed if in-person learning becomes more frequent
- If conditions of outside air quality become hazardous, then the testing or student meeting will be canceled, rescheduled or done by remote means.



Cleaning and disinfecting

We implement the following cleaning and disinfection measures for frequently touched surfaces:

- Door handles, toilet handles, community used printer are all cleaned with disinfecting wipes after use
- Director of Fiscal Services and Facilities monitors to ensure that supplies for cleaning are readily available
- Facilities are cleaned as required due to the amount of use while the staff is Teleworking.

Should we have a COVID-19 case in our workplace, we will implement the following procedures: We will use our current cleaning service to wash all surfaces with soap and water as soon as possible and not permit entry to staff until completed.

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 wiping the surface touched with sanitizing wipes after each use. For example: a shared printer, refrigerator, any kitchen counter, lunch table, or appliance.

Hand sanitizing

In order to implement effective hand sanitizing procedures, we:

- Evaluating handwashing facilities.
- Provide employees with an effective hand sanitizer and prohibit hand sanitizers that contain methanol (i.e., methyl alcohol).
- Encouraging employees to wash their hands for at least 20 seconds each time.

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.

Investigating and Responding to COVID-19 Cases

This will be accomplished by using the **Appendix C: Investigating COVID-19 Cases** form.

Employees who had potential COVID-19 exposure in our workplace will be:

- Notified immediately
- Offered COVID-19 testing at no cost during their working hours
- Sent **Appendix F – Employee Benefits for COVID**

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:

1. If you are sick do not come into work.
2. Notify Human Resources (805) 266-4799 or call your Director if you experience any of the symptoms of COVID-19 as directed by the CDC or have been diagnosed with COVID 19.



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3. If you discover a possible hazard in the workplace, call Human Resources (805) 266-4799 immediately and/or alert your Director by phone.
 4. If you receive a COVID test, report the results to Human Resources. Complete confidentiality will be maintained, and without fear of reprisal.
 5. Employees who were or may have been exposed to a person suspected or confirmed to have COVID-19 must inform Human Resources (805) 266-4799, or their Director immediately, by phone or email. (complete confidentiality will be maintained)
 6. After exposure to a person suspected or confirmed you will be asked to not return to an LC/DO for 10 days from the exposure, if you have symptoms or not.
 7. Employees with medical or other conditions that put them at increased risk of severe COVID-19 illness are to contact Human Resources to discuss accommodations to decrease their risk. In many cases we will be able to accommodate telework from home.
- Where testing is not required, employees can access COVID-19 testing
 - San Luis Obispo County
 - Call your current medical provider for convenience and up to date testing availability
 - CVS Minute Clinics – online questionnaire, and find closest clinic
 - Valencia Regional Lab: SLO, CA 888 634-1122, 801 Grand Ave, San Luis Obispo, CA – Call for appointment
 - Drive Through: Nipomo, CA 805 929-2740 at 610 Tefft Street – Call for appointment
 - Santa Barbara County
 - Call your current medical provider for convenience and up to date testing availability
 - CVS Minute Clinics – online questionnaire, and find closest clinic
 - Lompoc – Lompoc Urgent Care
 - In the event of CCR Title 8 section 3205.1, Multiple COVID-19 Infections and COVID-19 Outbreaks, as well as section 3205.2, Major COVID-19 Outbreaks, 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. We are required to contact the local Health Department for further instructions as well.
 - Testing will be provided no cost to our employees during paid working hours.
 - Information about COVID-19 hazards and important procedures to avoid those hazards are posted on the door of each of our facilities. This COVID Protection Program may be found on our website for parents/students and anyone in contact with our facilities.

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.



- 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 facecoverings.
- 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.

Appendix E: COVID-19 Training Roster will be used to document this training.

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. See **Return-to-Work Criteria** below.
- Excluding employees with COVID-19 exposure from the workplace for 14 days after the last known COVID-19 exposure to a COVID-19 case.
- Excluding employees during the “High Risk Exposure Period”:
 - For persons who develop COVID-19 symptoms: from two days before they first develop symptoms until 10 days after symptoms first appeared, and 24 hours have passed with no fever, without the use of fever-reducing medications, and symptoms have improved; or
 - For persons who test positive who never develop COVID-19 symptoms: from two days before until ten days after the specimen or their first positive test for COVID-19 was collected.
- Continuing and maintaining an employee’s earnings, seniority, and all other employee rights and benefits whenever we’ve demonstrated that the COVID-19 exposure is work related. This will be accomplished by giving the **Appendix F – Benefits to Work Related COVID Exposed Staff** at time of exclusion.

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, authorized employee representatives, and to representatives of Cal/OSHA immediately upon request.
- Use the **Appendix C: Investigating COVID-19 Cases** form to keep a record of and track all COVID-19 cases. The information will be made available to employees, authorized employee representatives, or as otherwise 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.
- Employees with COVID-19 exposure may return to the workplace 14 days after the last known COVID-19 exposure.
- 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.

Approved by: *Meg Rydman*
 Meg Rydman
 Executive Director

01/22/2021
 Date Signed



Appendix A: Identification of COVID-19 Hazards

All persons, regardless of symptoms or negative COVID-19 test results, will be considered potentially infectious. Particular attention will be paid to areas where people may congregate or come in contact with one another, regardless of whether employees are performing an assigned work task or not. For example: meetings, entrances, bathrooms, hallways, aisles, walkways, elevators, break or eating areas, cool-down areas, and waiting areas.

Evaluation of potential workplace exposure will be to all persons at the workplace or who may enter the workplace, including coworkers, employees of other entities, members of the public, customers or clients, and independent contractors. We will consider how employees and other persons enter, leave, and travel through the workplace, in addition to addressing fixed work locations.

Person conducting the evaluation: [enter name(s)]

Date: [enter date]

Name(s) of employee and authorized employee representative that participated: [enter name(s)]

Interaction, area, activity, work task, process, equipment and material that potentially exposes employees to COVID-19 hazards	Places and times	Potential for COVID-19 exposures and employees affected, including members of the public and employees of other employers	Existing and/or additional COVID-19 prevention controls, including barriers, partitions and ventilation



Appendix B: COVID-19 Inspections

Date: **[enter date]**

Name of person conducting the inspection: **[enter names]**

Work location evaluated: **[enter information]**

Exposure Controls	Status	Person Assigned to Correct	Date Corrected
Engineering			
Barriers/partitions			
Ventilation (amount of fresh air and filtration maximized)			
Additional room air filtration			
Administrative			
Physical distancing			
Surface cleaning and disinfection (frequently enough and adequate supplies)			
Hand washing facilities (adequate numbers and supplies)			
Disinfecting and hand sanitizing solutions being used according to manufacturer instructions			
PPE (not shared, available and being worn)			
Face coverings (cleaned sufficiently often)			
Gloves			
Face shields/goggles			
Respiratory protection			



Appendix C: Investigating COVID-19 Cases

All personal identifying information of COVID-19 cases or symptoms will be kept confidential. All COVID-19 testing, or related medical services provided by us will be provided in a manner that ensures the confidentiality of employees, with the exception of unredacted information on COVID-19 cases that will be provided immediately upon request to the local health department, CDPH, Cal/OSHA, the National Institute for Occupational Safety and Health (NIOSH), or as otherwise required by law.

All employees' medical records will also be kept confidential and not disclosed or reported without the employee's express written consent to any person within or outside the workplace, with the following exceptions: (1) Unredacted medical records provided to the local health department, CDPH, Cal/OSHA, NIOSH, or as otherwise required by law immediately upon request; and (2) Records that do not contain individually identifiable medical information or from which individually identifiable medical information has been removed.

Date: [enter date]

Name of person conducting the investigation: [enter name(s)]

Employee (or non-employee*) name:		Occupation (if non-employee, why they were in the workplace):	
Location where employee worked (or non-employee was present in the workplace):		Date investigation was initiated:	
Was COVID-19 test offered?		Name(s) of staff involved in the investigation:	
Date and time the COVID-19 case was last present in the workplace:		Date of the positive or negative test and/or diagnosis:	
Date the case first had one or more COVID-19 symptoms:		Information received regarding COVID-19 test results and onset of symptoms (attach documentation):	
Results of the evaluation of the COVID-19 case and all locations at the workplace that may have been visited by the COVID-19 case during the high-risk exposure period, and who may have been exposed (attach additional information):			



Appendix D: Employee affirmation

Print Name:

Please answer the following questions pertaining to entering any OGCS Learning Center or District Office.

- Using questions #3 - #6 below, I agree to conduct a daily self-assessment wellness check to determine if I am well and symptom-free prior to entering an OGCS facility.

Agree

- I agree to notify my Director if I experience any of the symptoms of COVID-19 as identified by the CDC, have been diagnosed with COVID-19, or have recently had close contact with a person diagnosed with COVID-19.

Agree

Wellness Check

- I have a fever or symptoms of a fever (temperature over 100.4 degrees F).

Yes No

- I have a cough not due to chronic or known condition.

Yes No

- I am having shortness of breath or difficulty breathing.

Yes No

- I am experiencing chills, fatigue, muscle or body aches, headache, sore throat, congestion or runny nose, nausea or vomiting, diarrhea, or a new loss of taste or smell.

Yes No

If you indicated YES to any of the questions 3-6, contact your health care provider, please stay home until cleared by a health care provider or you are symptom-free for at least 72 hours, notify your direct supervisor, and follow established leave procedures.

My signature below attests to my agreement to comply with the above protocol.

Signature

Date



Appendix E: COVID-19 Training Roster

Date: **[enter date]**

Person that conducted the training: **[enter name(s)]**

Employee Name	Signature



Appendix F – Benefits Related to Exposed Staff

Program	Why	What	Benefits
Disability Insurance	If you're unable to work due to medical quarantine or illness related to COVID-19 (certified by a medical professional)	Short-term benefit payments to eligible workers who have a full or partial loss of wages due to a non-work-related illness, injury, or pregnancy.	Approximately 60-70 percent of wages (depending on income); ranges from \$50-\$1,300 a week for up to 52 weeks.
Paid Family Leave	If you're unable to work because you are caring for an ill or quarantined family member with COVID-19 (certified by a medical professional)	Up to eight weeks of benefit payments to eligible workers who have a full or partial loss of wages because they need time off work to care for a seriously ill family member.	Approximately 60-70 percent of wages (depending on income); ranges from \$50-\$1,300 a week for up to 8 weeks.
Unemployment Insurance	If you have lost your job or have had your hours reduced for reasons related to COVID-19	Partial wage replacement benefit payments to workers who lose their job or have their hours reduced, through no fault of their own.	Range from \$40-\$450 per week for up to 26 weeks (plus additional weeks under extended UI benefits programs).
Pandemic Unemployment Assistance	If you have lost your job or business or have had your hours or services reduced for reasons related to COVID-19	Partial wage replacement benefit payments for business owners, self-employed, independent contractors, those who have limited work history, those who have collected all UI benefits for which they are eligible, and others not eligible for regular UI benefits who are unemployed, partially unemployed, unable to work or unavailable to work as a direct result of COVID-19.	Range from \$167-\$450 per week for up to 39 weeks (plus additional weeks under federal extensions).
California Paid Sick Leave	If you or a family member are sick or for preventive care, including when civil authorities recommend quarantine, isolation, or stay-at-home	The leave you have accumulated or your employer has provided to you under the Paid Sick Leave law. This may be 1 hour accrued for every 30 hours worked or 3 days/24 hours provided per year; employer may cap accrual at 48 hours and use at 3 days or 24 hours, whichever is greater, within a 12 month period	Paid to you at your regular rate of pay or an average based on the past 90 days.
California COVID-19 Supplemental Paid Sick Leave (Expired 12/31/20)	If, prior to December 31, 2020, you were (1) subject to a governmental quarantine or isolation order related to COVID-19, (2) advised by a health care provider to self-quarantine or self-isolate due to COVID-19 concerns, or (3) were prohibited from working by your Hiring Entity due to COVID-19-related health concerns.	For leave that was taken or began prior to December 31, 2020, up to 80 hours of supplemental paid sick leave for workers who work for hiring entities with 500 or more employees in the United States and healthcare employees and first responders employed by employers with less than 500 employees, if their employers opted out of coverage under federal law	Paid to you at your regular rate of pay, the state minimum wage, or the local minimum wage, whichever is higher, and not to exceed \$511 per day and \$5,110 in total.
Federal Families First Coronavirus Response Act (FFCRA) Emergency Paid Sick Leave (Expired 12/31/20)*	If, prior to December 31, 2020, you were unable to work (or telework) because: (1) You were subject to a Federal, State, or local quarantine or isolation order related to COVID-19. (2) You were advised by a health care provider to self-quarantine due to concerns related to COVID-19. (3) You were	For leave that was taken prior to December 31, 2020, up to 80 hours of paid sick leave for employees who work for public employers, or for private employers with fewer than 500 employees. (Some exceptions may apply, including small business exemption from providing paid leave for child	For employee: Higher of regular rate or minimum wage rate, not to exceed \$511 per day and \$5,110 in total For family care: 2/3 of regular rate, not to exceed \$200 per day and \$2,000 in total



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	experiencing symptoms of COVID-19 and seeking a medical diagnosis. (4) You were caring for an individual who was subject to an order as described in subparagraph (1) or was advised as described in paragraph (2). (5) You were caring for a child whose school or place of care was closed, or whose child care provider was unavailable, for reasons related to COVID-19. (6) You were experiencing any other substantially similar condition specified by the Secretary of Health and Human Services.	care.)	
Federal Families First Coronavirus Reponse Act (FFCRA) Emergency Paid Family & Medical Leave (Expired 12/31/20)*	If, prior to December 31, 2020, you were unable to work (or telework) because you were caring for a child whose school or place of care was closed, or whose child care provider was unavailable, for reasons related to COVID-19.	For leave taken prior to December 31, 2020, up to an additional 10 weeks of paid leave for employees who work for public employers or private employers with fewer than 500 employees. (Small business exemption may apply)	2/3 of regular rate, not to exceed \$200 per day and \$10,000 total
Local Government Supplemental Paid Sick Leave for COVID-19	If you live or work in the city of Los Angeles, unincorporated areas of Los Angeles County, Long Beach, San Francisco, San Jose, Oakland, San Mateo County, Sacramento, Sacramento County, Sonoma County, or Santa Rosa, you may be eligible for supplemental paid sick leave for COVID-19-related reasons if you are not covered by the FFCRA. Note that in some localities, these benefits expired on December 31, 2020. Please check your local ordinance for details.	Up to 80 hours of supplemental paid sick leave for covered employees while the local law is in effect.	Varies by locality.
Worker's Compensation	If you were infected with COVID-19 at work, you may be eligible for workers' compensation benefits. Your COVID-19 illness is presumed to be work-related if: 1) you reported to your employer's worksite between March 19 and July 5, 2020; 2) you are a first responder or health care worker in contact with COVID-19 patients; or 3) you test positive for COVID-19 during a COVID-19 outbreak at your workplace.	Under SB 1159 , you may receive temporary disability (TD) payments after exhausting specific federal or state COVID-19 paid sick leave benefits. You may be entitled to TD payments for up to 104 weeks. TD payments stop when either you return to work, your doctor releases you for work, or your doctor says your illness has improved as much as it's going to.	TD generally pays two-thirds of the gross wages you lose while you are recovering from a work-related illness or injury, up to maximum weekly amount set by law. In addition, eligible employees are entitled to medical treatment and additional payments if a doctor determines you suffered a permanent disability because of the illness.