



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: March 10, 2022

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.

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.
- Document the vaccination status of our employees by using **Appendix G: Documentation of Employee COVID-19 Vaccination Status**, which is maintained as a confidential medical record.
- Evaluate employees’ potential workplace exposures to all persons at, or who may enter, our workplace.
- Develop COVID-19 policies and procedures to respond effectively and immediately to individuals at the workplace who are a COVID-19 case to prevent or reduce the risk of transmission in the workplace. These policies and procedures are outlined in the OGCS “Safe Return to In-Person Instruction” Plan, revised on 02/17/22.
- 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 and their authorized employees’ representatives are encouraged to participate in the identification and evaluation of COVID-19 hazards. The Executive Director, Director of Education & Student Support, Director of Fiscal Services and Facilities, and the Human Resources Manager combine to lead the Safety Committee, seeking collaboration during staff and leadership 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. Observe Mask/Face Cover requirements, if any.
3. Maintain social distancing of a minimum of 3 feet.
4. 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.

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 Human Resources Manager. A correction, who will correct, and an appropriate time frame will be assigned accordingly. The HR Manager will confirm the correction.

Control of COVID-19 Hazards

Physical Distancing

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

- Staff desks are situated 3 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 three 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 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.

It is strongly recommended that employees wear face coverings in our workplace.

Effective March 1, 2022, the requirement that unvaccinated individuals mask in indoor public settings moved to a strong recommendation that all persons, regardless of vaccine status, continue indoor masking.

- Universal masking shall remain required in specific high-risk settings.
- After March 11, 2022, the universal masking requirement for K-12 and Childcare settings will terminate. CDPH strongly recommends that individuals in these settings continue to mask in indoor settings when the universal mask requirement lifts.



- Masking requirements and/or recommendations issued by all local, state, and federal agencies will be followed and are subject to change at any time.

Any employee not wearing a required face covering or allowed non-restrictive alternative, will be at least six feet apart from all other persons unless the unmasked employee is either fully vaccinated or tested at least weekly for COVID-19.

We will not prevent any employee from wearing a face covering when it is not required unless it would create a safety hazard, such as interfering with the safe operation of equipment.

Face coverings will also be provided to any employee that requests one, regardless of their vaccination status.

Engineering controls

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 on a regular basis.

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.

Upon request, we provide respirators for voluntary use to all employees who are not fully vaccinated and who are working indoors or in vehicles with more than one person.

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

Testing of symptomatic employees

We make COVID-19 testing available at no cost to employees with COVID-19 symptoms who are not fully vaccinated, during employees' paid time.

Investigating and Responding to COVID-19 Cases

We have developed effective procedure to investigate COVID-19 cases that include seeking information from our employees regarding COVID-19 cases, close contacts, test results, and onset of symptoms. This will be accomplished by using the **Appendix C: Investigating COVID-19 Cases** form.

We will also ensure the following is implemented:

- Employees that had a close contact are offered COVID-19 testing at no cost during their working hours, excluding:
 - Employees who were fully vaccinated before the close contact and do not have symptoms.
 - COVID-19 cases who were allowed to return to work per our return-to-work criteria and have remained free of symptoms for 90 days after the initial onset of symptoms, or for cases who never developed symptoms, for 90 days after the first positive test.
- The information on benefits described in Training and Instruction, and Exclusion of COVID-19 Cases, below, will be provided to employees.
- Written notice within 1 day of our knowledge of a COVID-19 case that people at the worksite may have been exposed to COVID-19.
- Employees will be 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 some cases we may 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
 - Aptitude Clinical Diagnostic test sites
 - 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.
- The fact that particles containing the virus can travel more than six feet, especially indoors, so physical distancing, face coverings, increased ventilation indoors, and respiratory protection decrease the spread of COVID-19 and are most effective when used in combination.
- The right of employees that are not fully vaccinated to request a respirator for voluntary use, without fear of retaliation, and our policies for providing the respirators. Employees voluntarily using respirators will be trained according to section 5144(c)(2) requirements:
 - How to properly wear them.
 - How to perform a seal check according to the manufacturer's instructions each time a respirator is worn, and the fact that facial hair can interfere with a seal.
- The importance of frequent hand washing with soap and water for at least 20 seconds 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. Since COVID-19 is an airborne disease, N95s and more protective respirators protect the users from airborne disease, while face coverings primarily protect people around the user.
 - The conditions where face coverings must be worn at the workplace.
 - That face coverings are additionally recommended outdoors for people who are not fully vaccinated if six feet of distance cannot be maintained.
 - Employees can request face coverings and can wear them at work regardless of vaccination status and without fear of retaliation.
- COVID-19 symptoms, and the importance of obtaining a COVID-19 test and not coming to work if the employee has COVID-19 symptoms.
- Information on our COVID-19 policies and how to access COVID-19 testing and vaccination, and the fact that vaccination is effective at preventing COVID-19, protecting against both transmission and serious illness or death.

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

Exclusion of COVID-19 Cases and Employees who had a Close Contact

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 that had a close contact from the workplace until our return-to-work criteria have been met, with the following exceptions:
 - Employees who were fully vaccinated before the close contact and who do not develop COVID-19 symptoms.
 - COVID-19 cases who returned to work per our return-to-work criteria and have remained free of COVID-19 symptoms, for 90 days after the initial onset of COVID-19 symptoms, or for COVID-19 cases who never developed COVID-19 symptoms, for 90 days after the first positive test.
- 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.
- 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.

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 °F or higher has resolved without the use of fever-reducing medications and
 - COVID-19 symptoms have improved and
 - At least 10 days have passed since COVID-19 symptoms first appeared.
- **COVID-19 cases who tested positive but never developed 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 once the requirements for "cases with symptoms" or "cases who tested positive but never developed symptoms" (above) have been met.
- Persons who had a close contact may return to work as follows:
 - Close contact but never developed symptoms: when 10 days have passed since the last known close contact.
 - Close contact with symptoms: when the "cases with symptoms" criteria (above) have been met, unless the following are true:
 - The person tested negative for COVID-19 using a polymerase chain reaction (PCR) COVID-19 test with specimen taken after the onset of symptoms; and
 - At least 10 days have passed since the last known close contact, and



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The person has been symptom-free for at least 24 hours, without using fever-reducing medications.

- 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.
-

Approved by:

Meg Rydman
Executive Director

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



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 persons with COVID-19 symptoms, and any employee required medical records will be kept confidential unless disclosure is required or permitted by law. Un-redacted information on COVID-19 cases will be provided to the local health department, CDPH, Cal/OSHA, the National Institute for Occupational Safety and Health (NIOSH) immediately upon request, and when required by law.

Date: [enter date COVID-19 case – suspected/confirmed - became known to the employer]

Name of person conducting the investigation: [enter name]

Name of COVID-19 case (employee or non-employee*) and contact information: [enter information]

Occupation (if non-employee*, why they were in the workplace): [enter information]

*If we are made aware of a non-employee COVID-19 case in our workplace

Names of employees/representatives involved in the investigation: [enter information]

Date investigation was initiated: [enter information]

Locations where the COVID-19 case was present in the workplace during the high-risk exposure period, and activities being performed: [enter information]

Date and time the COVID-19 case was last present and excluded from the workplace: [enter information]

Date of the positive or negative test and/or diagnosis: [enter information]

Date the case first had one or more COVID-19 symptoms, if any: [enter information]

Information received regarding COVID-19 test results and onset of symptoms (attach documentation):
[enter information]

Summary determination of who may have had a close contact with the COVID-19 case during the high-risk exposure period. Attach additional information, including:

- The names of those found to be in close contact.
- Their vaccination status.
- When testing was offered, including the results and the names of those that were exempt from testing because.
 - They were fully vaccinated before the close contact and do not have symptoms.
 - They returned to work per our return-to-work criteria and have remained symptom free for 90 days or, for those that never developed symptoms, for 90 days after the initial positive test.



- The names of those that were excluded per our Exclusion of COVID-19 Cases and Employees who had a Close Contact requirements.
- The names of those exempt from exclusion requirements because:
 - They were fully vaccinated before the close contact and did not develop COVID-19 symptoms.
 - They returned to work per our return-to-work criteria and have remained symptom free for 90 days or, for those that never developed symptoms, for 90 days after the initial positive test.

[enter information]

Notice given (within one business day, in a way that does not reveal any personal identifying information of the COVID-19 case) of the potential COVID-19 exposure to:

1. All employees who were in close contact
2. Their authorized representatives (If applicable, the notice required by Labor Code section 6409.6(a) (2) and (c))

Names of employees that were notified:	Names of their authorized representatives:	Date

Independent contractors and other employers present at the workplace during the high-risk exposure period.

Names of individuals that were notified:	Date

What were the workplace conditions that could have contributed to the risk of COVID-19 exposure? [enter information]

What could be done to reduce exposure to COVID-19? [enter information]

Was local health department notified? Date? [enter information]



Appendix D: Employee affirmation

Print Name:

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

1. 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

2. 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

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

Yes No

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

Yes No

5. I am having shortness of breath or difficulty breathing.

Yes No

6. 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.
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	Under SB 1159 , you may receive temporary disability (TD)	TD generally pays two-thirds of the gross wages you lose while



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	<p>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.</p>	<p>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.</p>	<p>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.</p>
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Appendix G: Documentation of Employee COVID-19 Vaccination Status - **CONFIDENTIAL**

Employee Name	Fully or Partially Vaccinated ¹	Method of Documentation ²