

1648.14 SAFETY PLAN FOR HEALTHCARE SETTINGS IN
SCHOOL BUILDINGS – COVID-19

A. Purpose and Scope

The Board of Education is committed to providing a safe and healthy workplace for all employees and has adopted this Policy that shall be the school district's COVID-19 Plan (Plan) that includes procedures to minimize the risk of transmission of COVID-19, in accordance with Occupational Safety and Health Act of 1970 (OSHA) COVID-19 Emergency Temporary Standard (ETS) published on June 21, 2021. The ETS, 29 CFR §1910 - Subpart U, applies to all settings where any school district employee or contracted service provider provides healthcare services or health care support services. Public Employees' Occupational Safety and Health (PEOSH), the agency with jurisdiction over public employers in New Jersey, has adopted the ETS in full. However, its applicability for school districts is primarily restricted to the nurse's office and any adjoining clinical areas and not the entire school building.

The Board, administration, and the COVID-19 Safety Coordinator(s) will work collaboratively with all employees in the development, implementation, monitoring, and updating of this Plan.

1. Definitions

a. "Employee" means any district employee or contracted service provider working in a healthcare setting where people with suspected or confirmed COVID-19 are reasonably expected to be present.

(1) Therefore, the provisions of the ETS and this Policy only apply to employees or contracted service providers working in a nurse's office or any adjoining clinical areas.

b. “Healthcare setting” means all settings in the school district where any employee or contracted service provider provides healthcare services or healthcare support services.

(1) Where a healthcare setting is embedded within a non-healthcare setting (i.e. school nurse’s office and any adjoining clinical areas in a school building), the ETS and this Policy only apply to the embedded healthcare setting and not to the remainder of a school building in accordance with 29 CFR §1910.502(a)(3)(i).

c. For the purpose of this Policy, additional definitions shall be those definitions listed in 29 CFR §1910.502(b).

2. The school district has multiple healthcare settings that are substantially similar; therefore; has developed and adopted this single Plan for these substantially similar healthcare settings, with site-specific considerations included in this Plan. The healthcare settings in the school district are listed in Appendix 1.

a. Any school district health care settings that are not substantially similar, the school district shall develop and adopt separate COVID-19 Plans for each healthcare setting and list them in Appendix 1.

B. Roles and Responsibilities for School District Employees

1. The school district’s goal in adopting this Policy is to prevent the transmission of COVID-19 in the school district’s healthcare settings. All staff members are responsible for supporting, complying with, and providing recommendations to further improve this Plan.

2. The Superintendent will designate a COVID-19 Safety Coordinator(s) who shall implement and monitor this Plan. The COVID-19 Safety Coordinator(s) shall have the school district’s full support in implementing and monitoring this Plan, and has authority to ensure compliance with all aspects of this Plan.

C. Hazard Assessment and Worker Protections

1. The Superintendent of Schools or designee will conduct a specific hazard assessment of its healthcare settings to determine potential hazards related to COVID-19.
 - a. A hazard assessment will be conducted initially and whenever changes in a healthcare setting in the school district create a new potential risk of employee exposure to COVID-19 (e.g., new work activities in the healthcare setting).
2. The Superintendent has developed and the Board has adopted this Plan that includes the procedures the school district will use to determine an employee's vaccination status as outlined in Appendix 2.
 - a. In the event the Superintendent or designee cannot or does not determine or confirm the vaccination status of an employee, the employee shall be presumed to be unvaccinated.
3. All completed hazard assessment forms and results will be attached to this Plan in Appendix 3 and will be accessible to all employees at each school district facility.
4. The school district will address the hazards identified by the assessment, and have included in this Plan the procedures to minimize the risk of transmission of COVID-19 for each employee. These procedures are included in the following Appendices:
 - a. Patient Screening and Management
 - (1) In healthcare settings in the school district where direct patient care is provided, the school district will include protocols addressing patient screening and management in Appendix 4.

- b. Standard and Transmission-Based Precautions
 - (1) The school district will develop and implement procedures to adhere to Standard and Transmission-Based Precautions in accordance with CDC’s “Guidelines for Isolation Precautions” which are included in Appendix 5.
- 5. Personal Protective Equipment (PPE)
 - a. The school district will provide and ensure that employees wear approved facemasks or a higher level of respiratory protection.
 - b. The school district will include protocols to address PPE for healthcare settings in Appendix 6.
- 6. Physical Distancing
 - a. The school district will ensure that each employee is separated from all other people in the healthcare setting by at least six feet when indoors, unless it can be demonstrated that such physical distance is not feasible for a specific activity.
 - (1) Where maintaining six feet of physical distance is not feasible, the school district will ensure employees are as far apart from other people as possible.
 - b. Physical distancing will be implemented, along with the other provisions required by the ETS, as part of a multi-layered infection control approach for all healthcare settings.
 - c. The school district will include protocols to address physical distancing for healthcare settings in Appendix 7.

7. Physical Barriers
 - a. The school district will install physical barriers at each fixed work location outside of direct patient care areas where each employee is not separated from all other people by at least six feet of distance and spacing cannot be increased, unless it can be demonstrated that it is not feasible to install such physical barriers.
 - b. Physical barriers will be implemented, along with the other provisions required by the ETS, as part of a multi-layered infection control approach for all healthcare settings.
 - c. The school district will include protocols to address physical barriers for healthcare settings in Appendix 8.
8. Cleaning and Disinfecting in the Healthcare Setting
 - a. The school district will implement policies and procedures for cleaning, disinfecting, and hand hygiene, along with the other provisions required by the ETS, as part of a multi-layered infection control approach for all healthcare settings.
 - b. The school district will include protocols to address cleaning and disinfecting for healthcare settings in Appendix 9.
9. Ventilation
 - a. The school district will implement procedures for each facility's heating, ventilation, and air conditioning (HVAC) system and include protocols addressing ventilation for healthcare settings in Appendix 10.
 - b. Ventilation policies and procedures will be implemented, along with the other provisions required by the ETS, as part of a multi-layered infection control approach.

- c. The Superintendent or designee will identify the building manager, HVAC professional, or maintenance employee who can certify that the HVAC system(s) are operating in accordance with the ventilation provisions of the ETS and list the individual(s) in Appendix 10.

D. Health Screening and Medical Management

1. Health Screening

- a. “Screening” means, for the purpose of this Policy, asking questions to determine whether a person is COVID-19 positive or has symptoms of COVID-19.
- b. The school district will include protocols to address health screening for employees in Appendix 11.

2. Employee Notification to Employer of COVID-19 Illness or Symptoms

- a. The school district will include protocols to address employee notification to employer of COVID-19 illness or symptoms for employees in Appendix 11.

3. Employer Notification to Employees of COVID-19 Exposure in the Healthcare Setting

- a. The school district will include protocols to address employer notification of COVID-19 exposure to employees in Appendix 11.

4. Medical Removal from the Healthcare Setting

- a. The school district will include protocols to address medical removal from the healthcare setting for employees in Appendix 11.

5. Return to Work Criteria
 - a. The school district will include protocols to address return to work criteria for employees in Appendix 11.
 6. Medical Removal Protection Benefits
 - a. The school district will continue to pay employees who have been removed from the healthcare setting under the medical removal provisions of the ETS. When an employee has been removed from the healthcare setting and is not working remotely or in isolation, the school district shall pay and provide benefits in accordance with the Plan addressed in Appendix 12.
- E. Vaccinations
1. The school district encourages employees to receive the COVID-19 vaccination as a part of a multi-layered infection control approach. The school district will support COVID-19 vaccination for each employee by providing reasonable time and paid leave to each employee for vaccination and any side effects experienced following vaccination.
 2. The school district will include protocols to address vaccination for employees in Appendix 13.
- F. Training
1. The school district will implement policies and procedures for employee training, along with the other provisions required by the ETS, as part of a multi-layered infection control approach.
 2. The school district will include protocols to address training for employees in Appendix 14.

G. Anti-Retaliation

1. The school district will inform each employee that employees have a right to the protections required by the ETS, and that employers are prohibited from discharging or in any manner discriminating against any employee for exercising their right to protections required by the ETS, or for engaging in actions that are required by the ETS.
2. The school district will not discharge or in any manner discriminate against any employee for exercising their right to the protections required by the ETS, or for engaging in actions that are required by the ETS.

H. Requirements Implemented at No Cost to Employees

1. The school district will comply with the provisions of ETS at no cost to its employees, with the exception of any employee self-monitoring conducted under D. above.

I. Recordkeeping

1. The school district will retain all versions of this Policy to comply with the ETS while the ETS remains in effect.
2. The school district will establish and maintain a COVID-19 log to record each instance in which an employee is COVID-19 positive, regardless of whether the instance is connected to exposure to COVID-19 at work.
 - a. The COVID-19 log will contain, for each instance, the employee's name, one form of contact information, occupation, location where the employee worked, the date of the employee's last day in the healthcare setting, the date of the positive test for, or diagnosis of, COVID-19, and the date the employee first had one or more COVID-19 symptoms, if any were experienced.

3. The school district will record the information on the COVID-19 log within twenty-four hours of learning that the employee is COVID-19 positive.
 - a. The school district will maintain the COVID-19 log as a confidential medical record and will not disclose it except as required by the ETS or other Federal law.
 - b. The school district will maintain and preserve the COVID-19 log while the ETS remains in effect.
 4. By the end of the next business day after a request, the school district will provide, for examination and copying:
 - a. All versions of this Policy which is the written Plan for all employees;
 - b. The individual COVID-19 log entry for a particular employee to that employee and to anyone having written authorized consent of that employee; and
 - c. A version of the COVID-19 log that removes the names of employees, contact information, and occupation, and only includes, for each employee in the COVID-19 log, the location where the employee worked, the last day that the employee was in the healthcare setting before removal, the date of that employee's positive test for, or diagnosis of, COVID-19, and the date the employee first had one or more COVID-19 symptoms, if any were experienced, to all employees.
- J. Reporting
1. The school district will report to PEOSH:
 - a. Each work-related COVID-19 fatality within eight hours of the school district learning about the fatality;

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- b. Each work-related COVID-19 in-patient hospitalization within twenty-four hours of the school district learning about the in-patient hospitalization.
- K. Monitoring Effectiveness
1. The school district and the COVID-19 Safety Coordinator(s) will work collaboratively with employees to monitor the effectiveness of this Plan so as to ensure ongoing progress and efficacy.
 2. The school district will update this Policy as needed to address changes in specific COVID-19 hazards and exposures in the healthcare setting.

This Policy and its Appendices will be made available upon request.

29 CFR §1910.502
Occupational Safety and Health Administration Fact Sheet Subpart U COVID-19
Healthcare Emergency Temporary Standard
Occupational Safety and Health Administration Model Plan

Adopted: 17 November, 2021

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Appendix 1 – Identifying the Healthcare Settings in the School District:

| Facility Location | Worksite-Specific COVID-19 Considerations |
|--|--|
| Forrestdale School Room 118 60 Forrest Avenue Rumson, NJ 07760 | School Nurse's Office for Forrestdale School |
| Deane-Porter School Room 102 50 Black Point Road Rumson, NJ 07760 | School Nurse's Office for Deane-Porter School |

Appendix 2 – Vaccination Status Plan:

- On August 23, 2021, Governor Murphy issued Executive Order No. 253, which mandates that public school employees ("covered workers") provide proof of full vaccination or submit to mandatory COVID-19 testing on a weekly basis. This would be in effect for October 18, 2021.
 - Covered Workers = employees of the district, consultants to the district, contracted services to the district (substitutes, bus drivers, food service, etc.)
 - Vaccinated Staff
 - To demonstrate "adequate" proof of vaccination, covered workers may present the following documents, so long as such documents list an approved COVID-19 vaccine and date of administration for each dose. This documentation must be uploaded by October 15, 2021. Any covered worker that does not provide documentation by this date will be considered an unvaccinated individual.
 - a. CDC COVID-19 Vaccination Card, or an electronic or physical copy of same;
 - b. Official record from the New Jersey Immunization Information System or other State registry;
 - c. A record from a health care provider's portal/medical record system on official letterhead, signed by a licensed physician, nurse practitioner, physician's assistant, registered nurse or pharmacist;
 - d. A military immunization or health record from the United States Armed Forces; or
 - e. Docket mobile phone application record or any state specific application that produces a digital health record.
 - Proof of vaccination will be uploaded to Genesis per district instructions sent out.
 - Unvaccinated Staff
 - To satisfy the testing requirement, a covered worker must undergo testing at a minimum
 - of one time each week. An unvaccinated worker must submit proof of a COVID -19 test that may be either an antigen or molecular test. This proof must be submitted by Friday (or the last day of the week if it is a shortened week) of each week. This will begin the week of October 18, 2021.
 - Weekly proof of negative test results will be uploaded to Genesis per district instruction sent out.

Appendix 3 – Completed Hazard Forms and Results:

- District facilities and operations related to COVID-19 have been reviewed by Hackensack Meridian Health through the districts participation in the Hackensack Meridian Health Keeping America Safe Assist Program.
- All findings based on the review are contained in the district's 2021-2022 Road Forward Health and Safety Plan found on the COVID-19 tab of the Borough of Rumson School District website (www.rumsonschool.org).

Appendix 4 – Patient Screening and Management:

1. Each nurse's office possesses only one point of entry to the nurse's office from the hallway that is monitored by the nurse and locked for entry unless admitted by the school nurse, staff member, or an administrator. Visitors remain outside the office until called in.
2. COVID-related needs are escorted to alternate waiting area and supervised until the nurse can attend to the need

Appendix 5 – Standard and Transmission-Based Precautions:

Response to Symptomatic Students & Staff -

- The RSD will respond to students or staff with COVID-like symptoms by:
 - bringing individuals with COVID-like symptoms to an area away from other students and staff
 - ensuring hygiene practices are utilized by both the attending staff member and the student or staff member with symptoms
 - ensuring the cleaning and disinfecting of areas where the individual with symptoms was located
 - ensuring the individual with symptoms and the attending staff member are masked

Exclusion -

- The RSD will separate & send for COVID testing individuals who meet the criteria of the COVID-19 screening in Section 3.1.
 - The decision to return individuals to school may not occur until COVID testing results are reported to the district
 - Regardless of vaccination or being COVID-positive in past 90 days, COVID-compatible symptoms will be sent for COVID-testing before being able to return to school
- The RSD requires all COVID testing for clearance to be a PCR test. Rapid or antigen tests will not be accepted.
- When illness occurs at school the RSD will:
 - Ask parent/student if possible exposure to COVID or positive has occurred
 - If no COVID exposure is known and community transmission is low
 - No notification to the Monmouth County Health Commission # 1 will be made
 - The district will follow the [NJDOH School Exclusion Document](#)
 - If COVID exposure may have occurred OR community transmission is moderate or high:
 - Notification to the Monmouth County Health Commission # 1 will occur
 - COVID-19 Exclusion Criteria listed below to be followed:

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CDC & NJDOH Exclusion Criteria

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| COVID- Positive Individual | 10-day school exclusion from test date & fever-free for 24 hours w/o fever-reducing medication (an alternate diagnosis w/o a negative PCR COVID test is not acceptable) |
| Unvaccinated Individual in Contact with COVID- Positive | 10-day school exclusion without a PCR test, 7 day school exclusion with a negative PCR test given on days 3-5 after exposure and symptom watch for 14 days |
| Contact of COVID-Positive with Masks in School* | No quarantine but monitor for symptoms for 14 days *both the COVID-Positive individual and the contact must be wearing a mask within the school setting * this does not apply to unvaccinated adults when a contact occurs in school |
| Vaccinated Individual in Contact with COVID- positive | No quarantine but monitor for symptoms for 14 days |
| Individual that was COVID Positive in Past 90 days in Contact with COVID-Positive | No quarantine but monitor for symptoms for 14 days |
| Individual that is COVID-Vaccinated or was Positive in Past 90 Days Showing COVID-like symptoms | No attendance at school. If COVID PCR is negative, can return to school subject to NJDOH School Exclusion Document |
| All Domestic Travel | No exclusion from school required but monitor symptoms for 14 days. |
| International Travel for vaccinated individuals | No exclusion from school required but monitor symptoms for 14 days. |
| International Travel for unvaccinated individuals | Exclusion from school for 7 days with a PCR test done on day 3-5 after returning to NJ or 10 days if no PCR test is done. Monitor symptoms for 14 days in all cases. |
| Individuals with COVID Antibodies | At this time, those with antibodies will need to follow appropriate quarantine procedures for unvaccinated |

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| | individuals. |
| Close Contact of an Individual In the home that is testing for or pending test results for COVID | No quarantine needed. If results of person in home are positive, in-home unvaccinated/non-90 day positive contacts will follow close-contact quarantine guidance. |

1. CONTACT TRACING -

- The RSD must identify school-based close contacts of COVID-positive individuals within the schools
 - A close contact is an individual within 6 feet of a COVID-positive individual for 15 minutes or more in a 24 hr period
 - **EXCEPTION:** Close contact in indoor K-12 classrooms do not include students within 3-6 feet of COVID-positive person when:
 - Both individuals were wearing masks
 - This exception does not apply to unvaccinated adults

- The RSD must notify parents & staff if they or their child was a possible close contact to a COVID-positive individual within school, even if they do not need to quarantine due to wearing a mask

- The RSD must notify Monmouth County Health Commission # 1 of COVID-positive cases and close contacts within the school so they do further contact tracing

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Appendix 6 – Personal Protective Equipment (PPE):

- PPE is available to all healthcare personnel at all times, inclusive of masks, gloves, gowns, and face shields.

Appendix 7 – Physical Distancing:

Distancing & Cohorting

- The RSD will implement physical distancing measures of 3 feet for independent seating arrangements where possible.
- The RSD will implement distancing of 3 feet when masked or 6 feet when unmasked in common areas where possible.
- Students in grades PreK-5 will be cohorted throughout the day as homerooms, where possible based on program.
- Students in grades 6-8 will be cohorted throughout the day as grade levels, where possible based on program.
- RSD schedules will be carried out as normal with the rotation of students and classes. It is the responsibility of staff members to ensure students are distanced 3 feet apart when moving from location to location.
- Nurses are stationed in an office by themselves.

Appendix 8 – Physical Barriers:

Nurse's desks contain physical barriers around them that separate them from visitors.

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Appendix 9 – Cleaning and Disinfecting:

- Nurse's offices are cleaned daily and, as requested, by the nurse after patient visits.
- Cleaning/Sanitizing is done with both disinfectant spray, aerosol sprays.
- Sinks are located in each nurse's office with soap. Additional hand sanitizer is set up in each office as well.

Appendix 10 - Ventilation:

The following individual(s) is responsible for maintaining the HVAC system(s) and can certify that it is operating in accordance with the ventilation provisions of OSHA's COVID-19 ETS.

(e.g., Maintenance employee, HVAC service contractor(s))

Name/Contact Information:

**Mr. James O'Brien, Supervisor of Buildings &
Grounds**

Location:

**Forrestdale School
60 Forrest Ave.
Rumson, NJ 07760**

Airflow -

- The RSD will maximize the HVAC system's outside airflow to the classrooms, beginning at least an hour before students arrive and two hours after students are dismissed
- The RSD will utilize air purifiers for 8 hours per day in each instructional space
- The RSD will hold activities outdoors whenever appropriate to program
- The RSD will allow for the opening of windows & doors in strict accordance with security protocols
- The RSD will ensure appropriate service and code requirements for HVAC systems with the use of high-efficiency air filters
- The RSD will utilize exhaust fans as much as possible in appropriately designated areas (kitchens, etc.)
- RSD staff are responsible for ensuring air purifiers are running on a daily basis.

Appendix 11 – Health Screening and Medical Management for Employees:

Parental Screening

- The RSD will not utilize a daily COVID-19 screening tool.
- The RSD will provide information on and encourage parents to monitor signs of illness
 - Any indicators of illness must prompt parents to keep children home from school and inform the school nurse
 - Any indicators of illness will prompt RSD to follow the guidance of the [NJDOH School Exclusion Document](#)
 - Parents must keep students home if showing any of the following COVID-19-like symptoms and notify the school nurse:
 - Fever
 - Cough
 - Shortness of breath
 - Difficulty breathing
 - New loss of smell
 - New loss of taste
 - If a student develops any of the following symptoms within 14 days of when an individual in their class has tested positive for COVID the following symptoms will prompt the school nurse to ask for the student to be tested with a PCR tested prior to returning to school. If the PCR test is negative, the student may return to school immediately.
 - Two or more of the following: chills, shivers, muscle ache, headache, sore throat, nausea/vomiting, diarrhea, congestion/runny nose and/or
 - One of the following: fever, cough, shortness of breath, difficulty breathing, new loss of taste or smell
 - Applies to staff members as well
 - This applies to both vaccinated and unvaccinated individuals.
 - If COVID PCR is a negative, can return to school subject to [NJDOH School Exclusion Document](#)
- The RSD will provide information on close contact and travel restrictions and encourage parents to monitor these scenarios & keep students home if they meet one or more as per the following CDC/NJDOH guidance.
 - This applies to unvaccinated individuals only.
 - Vaccinated individuals should monitor for symptoms for 14 days.
- The RSD asks parents to report close contact and travel restrictions to the school nurse as per the following:

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- The student/staff member is unvaccinated and has had close contact (within 6 feet of someone for a cumulative total of 15 minutes or more over a 24-hour period) with a person with confirmed COVID-19 within the past 14 days
- Someone in the unvaccinated student/staff member's household is diagnosed with COVID-19 within the past 14 days
- An unvaccinated individual has traveled, domestically or internationally, outside of the NJ, NY, PA, DE area within the past 7 days.

Response to Symptomatic Students & Staff -

- The RSD will respond to students or staff with COVID-like symptoms by:
 - bringing individuals with COVID-like symptoms to an area away from other students and staff
 - ensuring hygiene practices are utilized by both the attending staff member and the student or staff member with symptoms
 - ensuring the cleaning and disinfecting of areas where the individual with symptoms was located
 - ensuring the individual with symptoms and the attending staff member are masked

Exclusion -

- The RSD will separate & send for COVID testing individuals who meet the criteria of the COVID-19 screening in Section 3.1.
 - The decision to return individuals to school may not occur until COVID testing results are reported to the district
 - Regardless of vaccination or being COVID-positive in past 90 days, COVID-compatible symptoms will be sent for COVID-testing before being able to return to school
- The RSD requires all COVID testing for clearance to be a PCR test. Rapid or antigen tests will not be accepted.
- When illness occurs at school the RSD will:
 - Ask parent/student if possible exposure to COVID or positive has occurred
 - If no COVID exposure is known and community transmission is low
 - No notification to the Monmouth County Health Commission # 1 will be made
 - The district will follow the [NJDOH School Exclusion Document](#)

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- If COVID exposure may have occurred OR community transmission is moderate or high:
 - Notification to the Monmouth County Health Commission # 1 will occur
 - COVID-19 Exclusion Criteria listed below to be followed:
- RSD Staff that are excluded from school due to meeting the COVID-19 exclusion criteria found in Section 3.3 may choose to take sick leave or stream into the classroom to carry out their instructional responsibilities with a substitute in the classroom.

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Appendix 12 – Medical Removal Protection Benefits:

- RSD Staff that are excluded from school due to meeting the COVID-19 exclusion criteria may choose to take sick leave or stream into the classroom to carry out their instructional responsibilities with a substitute in the classroom.

Appendix 13 – Vaccinations:

- RSD Staff that are excluded from school due to meeting the COVID-19 exclusion criteria may choose to take sick leave or stream into the classroom to carry out their instructional responsibilities with a substitute in the classroom.

Appendix 14 – Training:

1. The school district will ensure that each employee receives training, in a language and at a literacy level the employee understands, on the following topics via Vector Online Training:
 - a. COVID-19, including:
 - (1) How COVID-19 is transmitted (including pre-symptomatic and asymptomatic transmission);
 - (2) The importance of hand hygiene to reduce the risk of spreading COVID-19 infections;
 - (3) Ways to reduce the risk of spreading COVID-19 through proper covering of the nose and mouth;
 - (4) The signs and symptoms of COVID-19;
 - (5) Risk factors for severe illness; and
 - (6) When to seek medical attention.

The following was reviewed as part of opening day and will be reviewed in on-going meetings on the COVID Road Forward Plan:

- b. The school district's procedures on patient screening and management;
- c. Tasks and situations in the healthcare setting that could result in COVID-19 infection;
- d. Healthcare setting-specific procedures to prevent the spread of COVID-19 that are applicable to the employee's duties (e.g., policies on Standard and Transmission-Based Precautions, physical distancing, physical barriers, ventilation, aerosol-generating procedures);
- e. Employer-specific multi-employer healthcare setting agreements related to infection control policies and procedures, the use of common areas, and the use of shared equipment that affect employees at the healthcare setting;

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- f. Healthcare setting-specific procedures for cleaning and disinfection;
- g. The school district's procedures on health screening and medical management;
- h. Available sick leave policies, any COVID-19-related benefits to which the employee may be entitled under applicable Federal, State, or local laws, and other supportive policies and practices (e.g., telework, flexible hours, etc.);
- i. How the employee can obtain copies of the ETS and any employer-specific policies and procedures developed under the ETS, including this Policy, which is the school district's written Plan.
- j. The school district will provide additional training whenever changes occur that affect the employee's risk of contracting COVID-19 at work (e.g., new job tasks), policies or procedures are changed, or there is an indication that the employee has not retained the necessary understanding or skill.