



COVID-19 Preparedness & Response Plan

For Lower and Medium Exposure Risk Employers ONLY

✔ General

The following COVID-19 preparedness & response plan has been established for Chippewa Hills School District (CHSD) in accordance with MIOSHA Emergency Rules for Coronavirus disease 2019 (COVID-19). The purpose of this plan is to minimize or eliminate employee exposure to SARS-CoV-2.

The Emergency Rules have general safeguards applicable for all workplaces and specific safeguards for certain industries. Dr. Michael Bob Grover, Jr. has read these emergency rules carefully, developed the safeguards appropriate to CHSD based on its type of business or operation, and has incorporated those safeguards into this COVID-19 preparedness and response plan.

CHSD has designated one or more worksites supervisors to implement, monitor, and report on the COVID-19 control strategies developed in this plan. The worksite supervisor(s) are the building principals (and/or directors as applicable). The supervisor will remain on-site at all times when employees are present on site. An on-site employee may be designated to perform the supervisory role.

The plan will be made readily available to our employees and their representatives. The plan will be made available via website, district shared drive and hard copy upon request.

✔ Exposure Determination

CHS has evaluated routine and reasonably anticipated tasks and procedures for all employees to determine whether there is actual or reasonably anticipated employee exposure to SARS-CoV-2. Dr. Grover was responsible for the exposure determination.

CHSD has determined that its employees' jobs fall into only the lower exposure and medium exposure risk categories as defined by the OSHA Guidance on Preparing Workplaces for COVID-19:

- **Lower Exposure Risk Jobs**. These jobs do not require contact with known or

suspected cases of COVID-19 nor frequent close contact (for example, within six feet) with the general public. Workers in this category have minimal occupational contact with the public and other coworkers. Examples are small offices, small manufacturing plants (less than 10 employees), small construction operations (less than 10 employees), and low-volume retail establishments, provided employees have infrequent close contact with coworkers and the public.

- **Medium Exposure Risk Jobs**. These jobs are those that require frequent or close contact (for example, within six feet) with people who may be infected with SARS-CoV-2, but who are not known or suspected COVID-19 patients. Examples are most jobs at manufacturing plants, construction sites, schools, high-volume retail settings, and other high-population-density work environments.

Dr. Grover verifies that CHSD has no high-risk exposure jobs. High exposure risk jobs have high potential for exposure to known and suspected cases of COVID-19. Examples are most jobs in healthcare, medical transport, nursing homes and residential care facilities, mortuaries, law enforcement, and correctional facilities. This sample plan is not intended for employers who have high exposure risk jobs.

CHSD has categorized its jobs as follows: (see linked form)

[In-Person Work by Position/Employee Group Audit](#)

✓ **Engineering Controls**

CHSD has implemented feasible engineering controls to minimize or eliminate employee exposure to SARS-CoV-2. Engineering controls involve isolating employees from work-related hazards using ventilation and other engineered solutions. In workplaces where they are appropriate, these types of controls reduce exposure to hazards without relying on worker behavior and can be the most cost-effective solution to implement.

For lower exposure risk jobs, new engineering controls are not required. For medium exposure risk jobs, engineering controls can include:

- Installing physical barriers (such as clear plastic sneeze guards) between coworkers or between workers and customers.
- Installing a drive-through window for customer service.

- Increasing the amount of ventilation in the building.
- Increasing the amount of fresh outdoor air that is introduced into the building.

Rich Beach will be responsible for seeing that the correct engineering controls are chosen, installed, maintained for effectiveness, and serviced when necessary.

The following engineering controls have been implemented:

Job/Task	Engineering Control
HVAC ventilation controls	Computer controlled programming (Trane)

✔ **Administrative Controls**

Administrative controls are workplace policies, procedures, and practices that minimize or eliminate employee exposure to the hazard. Dr. Grover will be responsible for seeing that the correct administrative controls are chosen, implemented and maintained for effectiveness.

The following administrative controls have been established for CHSD:

(Choose the controls below that are feasible for your workplace. Delete the controls that are not feasible or applicable. Add additional rows for other feasible administrative controls that will be implemented. In the first column, indicate which jobs or tasks will use each administrative control.)

Job/Task	Administrative Control (For Example, Workplace Distancing, Remote Work, Notifying Customers)
All employees	Maintain at least six feet from everyone on the worksite.
All employees/students	Use ground markings, signs, and physical barriers to prompt employees and students to remain six feet from others.
All employees	Promote remote work (telecommuting) to the extent possible and as recommended by the state.
All employees/students	Minimize the sharing of tools, equipment, and items.
All employees/students	Provide employees and students with non-medical grade face coverings (cloth face coverings).
All employees/students	Require employees and students to wear cloth face coverings at all times or as prescribed in current

	MDHHS requirements.
Public	Require the public to wear cloth face coverings at school related events
All employees/students/families	Keep employees/students/families informed about symptoms of COVID-19 and ask sick students/employees to stay at home until healthy again.
Applicable employees/families	Promote curbside service (resources/materials and food) to minimize contact with students/families.
All employees/students	Encourage proper cough and sneeze etiquette by employees and students, including covering coughs and sneezes and coughing and sneezing in one's elbows rather than hands.
All employees	Ensure that sick leave policies are flexible and consistent with public health guidance, so employees do not go to work sick.
All employees	Do not require a healthcare provider's note for employees who are sick with acute respiratory illness to validate their illness.
All employees	Maintain policies that permit employees to stay home to care for a sick family member as applicable.

✔ Hand Hygiene

Mike Fosburg and appropriate staff (custodial and teaching) will be responsible for seeing that adequate handwashing facilities are available in the workplace and that regular handwashing is required. Frequency of such handwashing will be determined in part by factors such as when and how often the employees' hands are potentially exposed to SARS-CoV-2. When handwashing facilities are not available, CHSD shall provide employees with antiseptic hand sanitizers or towelettes. CHSD will provide time for employees to wash hands frequently and to use hand sanitizer.

CHSD shall promote frequent and thorough hand washing, including by providing workers, customers, and worksite visitors with a place to wash their hands. If soap and running water are not immediately available, provide antiseptic hand sanitizers or alcohol-based hand towelettes containing at least 60 percent alcohol.

✔ Disinfection of Environmental Surfaces

CHSD will increase facility cleaning and disinfection to limit exposure to COVID-19, especially on high-touch surfaces (for example, door handles), paying special attention

to parts, products, and shared equipment (for example tools, machinery, vehicles). CHSD will make cleaning supplies available to employees upon entry and at the worksite.

Mike Fosburg and appropriate staff (custodial and teaching) will be responsible for seeing that environmental surfaces in the workplace are cleaned and disinfected. Frequency of such disinfection will be determined in part by factors such as when and how often the environmental surfaces are potentially exposed to SARS-CoV-2. When choosing cleaning chemicals, CHSD will consult information on Environmental Protection Agency (EPA)-approved disinfectant labels with claims against emerging viral pathogens. Products with EPA-approved emerging viral pathogens claims are expected to be effective against SARS-CoV-2 based on data for harder to kill viruses. The manufacturer’s instructions for use of all cleaning and disinfection products will be strictly adhered to.

The following is a list of environmental surfaces, methods used to disinfect, and the frequency of such disinfection:

Surface	Method/Disinfectant Used	Schedule/Frequency
Desk/tables/chairs/benches	Pine-Quat	Hourly
Lockers	Pine-Quat	Daily (night)
Computers and accessories		Hourly or as needed
Doors and knobs	Pine-Quat	Hourly
Shelving	Pine-Quat	Daily (night)
Bus seats/handles	Pine-Quat	By the bus run
Railings	Pine-Quat	Daily (night minimally)

CHSD will perform enhanced cleaning and disinfection after persons confirmed to have COVID-19 have been in a work area. In the interim, that work area will be temporarily closed, and employees will be sent home or relocated. The worksite supervisor will be responsible for seeing that this protocol is followed.

The following methods will be used for enhanced cleaning and disinfection:

When a potential infection occurs, the contamination room is utilized, The supervisor of that space cleans the room immediately following the pick-up of the student. The room from which the student leaves is sprayed down prior to the next entry of students. If it is an adult that is suspicious, the occupied space is

disinfected via spraying before entry is allowed.

Ozone generators are used nightly in the halls and classrooms to disinfect all areas.

✔ Personal Protective Equipment (PPE)

CHSD will provide employees with the types of personal protective equipment, including respirators if necessary, for protection from SARS-CoV-2 appropriate to the exposure risk associated with the job. The employer must follow current CDC and OSHA guidance for personal protective equipment.

All types of PPE are to be:

- Selected based upon the hazard to the worker.
- Properly fitted and periodically refitted as applicable.
- Consistently and properly worn.
- Regularly inspected, maintained, and replaced, as necessary.
- Properly removed, cleaned, and stored or disposed of, as applicable, to avoid contamination of self, others, or the environment.

CHSD will provide non-medical grade face coverings (cloth face coverings) to employees (cloth face coverings are technically not considered PPE). CHSD will require employees to wear face coverings when they cannot consistently maintain six feet of separation from other individuals in the workplace. CHSD will consider face shields when employees cannot consistently maintain three feet of separation from other individuals in the workplace.

The following type(s) of PPE have been selected for use:

Job/Task	PPE
All employees/students	Facemasks
All employees/students	Disposable gloves for disinfecting
Custodial staff (if disinfecting)	Facemasks (N-95), faceshield, heavier disinfecting gloves (chemical resistance)

✔ Health Surveillance

CHSD will conduct a daily entry self-screening protocol for all employees or contractors entering the workplace, including, at a minimum, a questionnaire covering symptoms and suspected or confirmed exposure to people with possible COVID-19, together with, if possible, a temperature screening. The worksite supervisor will be responsible for ensuring that all required health surveillance provisions are performed.

As workers enter the place of employment at the start of each work shift, CHSD will have employees self-screen for COVID-19. CHSD will have employees complete a questionnaire covering the signs and symptoms of COVID-19 and their exposure to people with suspected or confirmed COVID-19. CHSD will similarly screen contractors, suppliers, and any other individuals entering the worksite.

Employees have been directed to promptly report any signs and symptoms of COVID-19 to the worksite supervisor before and during the work shift. CHSD has instructed employees to report any covid-19 incidents (infection/exposure/symptoms) to the employer.

CHSD will physically isolate any employees with known or suspected COVID-19 from the remainder of the workforce, using measures such as, but are not limited to:

- Not allowing known or suspected cases to report to or remain at their work location.
- Sending known or suspected cases to a location (for example, home) where they are self-isolating during their illness.
- Assigning known or suspected cases to work alone at the location where they are self-isolating during their illness.

CHSD will not discharge, discipline, or otherwise retaliate against employees who stay at home or who leave work when they are at particular risk of infecting others with COVID-19.

When an employee is identified with a confirmed case of COVID-19, Dr. Grover or district designee will notify the local public health department as required, and any co-workers, contractors, or suppliers who may have come into contact with the person who is the confirmed case of COVID-19, within 24 hours. When notifying coworkers, contractors, and suppliers, CHSD will not reveal the name or identity of the confirmed case.

CHSD will allow employees with a confirmed or suspected case of COVID-19 to return

to the workplace only after they are no longer infectious according to the latest guidelines from the CDC.

✔ Training

Dr. Grover, via virtual programming, shall coordinate SARS-CoV-2 training and ensure compliance with all training requirements.

CHSD will train workers on, at a minimum:

- Workplace infection-control practices.
- The proper use of personal protective equipment.
- Steps the employee must take to notify the business or operation of any symptoms of COVID-19 or a suspected or confirmed diagnosis of COVID-19.
- How to report unsafe working conditions.

Jen Lehnert, superintendent administrative assistant, shall create a record of the training. Records should include the name of the employee(s) trained and the date of the training.

✔ Recordkeeping

CHSD will maintain records of the following requirements:

- Training. The employer shall maintain a record of all COVID-19 employee training.
- Screening protocols. The employer shall maintain a record of screening for each employee or visitor entering the workplace.
- When an employee is identified with a confirmed case of COVID-19, record when the local public health department was notified; as well as any co-workers, contractors, or suppliers who may have come into contact with the person who was the confirmed case of COVID-19.

Dr. Grover, in conjunction with Jen Lehnert, will ensure that the records are kept.

FREE onsite consultation service for employers

To help employers better understand and voluntarily comply with the MIOSHA Act, free Onsite Consultation programs are available to help small employers identify and correct potential safety and health hazards.

Michigan Occupational Safety and Health Administration
Consultation Education and Training Division
530 W. Allegan Street, P.O. Box 30643
Lansing, Michigan 48909-8143

For further information or to request consultation, education and training services call 517-284-7720 or visit our website at www.michigan.gov/miosha.

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