



OGSD Health and Safety Information for Employees

2021-2022 Academic School Year

[CDPH K-12 Schools Guidance 2021-2022 Questions & Answers](#)

Will We Wear Face Masks?

All staff and students are required to wear a face mask while indoors, regardless of vaccination status.

Outdoors, face masks will be optional but encouraged for those who are not fully vaccinated.

Why Do Fully Vaccinated Staff Need to Wear Masks Indoors?

As noted by the CDC, COVID-19 prevention strategies in K-12 schools are designed to protect people who are not fully vaccinated. Most students will not be fully vaccinated by the start of the school year. Due to the potential for increased spread from new variants and that face masks remain one of the most effective and simplest safety mitigation layers, adults – including those who are fully vaccinated – in K-12 school settings are required to mask when sharing indoor spaces with students.

Are Staff Still Required to Do the Daily Self Health Survey?

While it is not required to record results of a daily health screening before coming to campus, all staff must know each day that they are to stay home if they:

1. Have symptoms of COVID-19
2. Have been a close contact of a positive case and are not fully vaccinated
3. Have tested positive for COVID-19 themselves, regardless of vaccination status

Our [OGSD Daily Self Health Survey](#) will still be posted on our web to remind everyone of the symptoms of COVID-19 and when to stay home.

We should all continue to monitor ourselves for symptoms of COVID-19 even if we are fully vaccinated.

What Does a Staff Member Do If They Have COVID19-Like Symptoms?

Symptoms may appear 2-14 days after exposure to the virus. Staff with these symptoms may have COVID-19 and should stay home, regardless of vaccination status, and must tell their supervisor or Human Resources:

- Fever or chills
- Cough
- Shortness of breath or difficulty breathing
- Fatigue
- Muscle or body aches
- Headache
- New loss of taste or smell
- Sore throat
- Congestion or runny nose
- Nausea or vomiting
- Diarrhea

All staff members, regardless of vaccination status, who have the above symptoms without explanation must get tested for COVID-19 and must provide their test results to Human Resources.

Staff may return to work after a negative test result and 24 hours fever free and improvement of symptoms.

Testing locations may be found at www.sccfreetest.org.

Link to [Home Isolation and Quarantine Guidelines](#) provided to employees with symptoms.

Parent handout for Scenario 1 is linked [here](#).

What Does a Staff Member Do If They Have Tested Positive for COVID-19?

Employees who have tested positive for COVID-19, regardless of vaccination status, must stay at home and self isolate for 10 days. If they have symptoms the isolation is at least 10 days from the start of symptoms and when they have been fever-free for 24 hours and symptoms have improved. If they did not have symptoms, the isolation is 10 days from the date their test was collected and they remain asymptomatic.

What are the Quarantine Requirements for Staff?

Fully vaccinated staff who have been exposed to COVID-19 (are a confirmed close contact) and have no symptoms are not required to quarantine.

Non-fully vaccinated employees who are a close contact to a COVID positive case must self-quarantine for 10 days and monitor for signs and symptoms of infection and get tested. If the employee is asymptomatic, testing is recommended immediately and on the 5th day after exposure. They should test immediately if they develop symptoms.

Testing locations may be found at www.sccfreetest.org.

Testing for staff with no symptoms is offered weekly at the District Office.

What is Modified Quarantine?

Modified quarantine is applicable to students when they are a close contact resulting from an exposure at school.

Students who are close contacts to a positive case while in the school setting and have NO COVID-19 symptoms may have modified quarantines. Modified quarantine involves a period of time during which students may continue in-person instruction, typically 10 days, but cannot attend extracurricular activities at school, including sports, daycare or any other activities within the community setting. They must test twice per week, submitting test results to the District. It is recommended they test immediately and on day 5. They should continue to monitor for signs or symptoms for 14 days after exposure.

What are Students Permitted to do During Modified Quarantine?

When students are attending school during modified quarantine, they continue to be required to wear masks indoors and are strongly encouraged to wear masks outdoors. They may use school buses, staying fully masked. Students on modified quarantine may eat meals on campus using food service recommendations provided in the [K-12 Guidance](#) or as directed following current guidance.

They must remain without symptoms and obtain COVID testing twice per week (immediately and at least 5 days) with negative test results during the 10 days of quarantine.

Testing for COVID-19:

All staff with COVID-19 symptoms, regardless of vaccination status, must test for COVID. Any staff member with COVID-19-like symptoms, must tell Human Resources that they have symptoms and must test for COVID-19. Testing may be through their own health care provider and can happen during their paid work hours with notification to their supervisor.

Test results must be provided to Human Resources before returning to work.

Testing locations may also be found at www.sccfreetest.org.

What Communication Will Occur When An Employee Tests Positive for COVID-19?

The employee who tested positive will be provided all required notices of isolation and the date they would be cleared to return to work and any leave benefits available to them.

Supervisors of the positive case will be notified by HR that they have communicated with the employee and the date they are cleared to return to the site.

Example letters to a positive COVID case are [HERE](#).

Close contacts of the positive case, if they were at work during their contagious period, will be notified that they are close contacts and should be tested for COVID and to watch for symptoms and quarantine if they are not fully vaccinated.

Example letters to Close Contacts in a cohort setting are [HERE](#).

Notices to our bargaining unit presidents that a positive case was reported will be provided consistent with AB 685.

Notices to potential contacts in a non-cohort setting or those in the same group as the positive case who were not close contacts will receive information relevant to the case and following state and local guidelines.

Can Staff Eat Inside Breakrooms?

The Santa Clara Health Officer recommends that use of indoor breakrooms by unvaccinated staff be minimized as much as possible. The District is continuing its guidelines that all school and District Office breakrooms be open for using common equipment (refrigerator, microwave, coffee, etc.) only and not for any eating or congregating indoors. This will be reevaluated as new guidance becomes available.

What is Required of Volunteers at This Time?

The District is only allowing essential volunteers to regularly be on campus or perform volunteer work at this time. When volunteers are permitted to be on campus they will be required to be cleared with our previous requirements of TB documentation, fingerprint clearance, viewing of any required modules such as COVID health and safety, and providing proof of vaccination.

Do Staff Have to Quarantine or Test After Travelling?

We will follow the CDC guidance (as referenced in the CDPH Guidelines) that fully vaccinated staff do not need to quarantine or test upon returning from Domestic or International Travel. They should monitor for symptoms for 14 days upon returning.

Unvaccinated staff will need to test for COVID-19 3-5 days after returning and to self-quarantine for 7 days upon returning from Domestic or International Travel.

Is There Sick Leave For COVID-Related Absences?

Yes, Supplemental Paid Sick Leave or SPSL is available through September 30, 2021. Information about SPSL is on our District website and at this [LINK](#).

Who May I Contact for More Information?

Your direct supervisor

Sylvia Alvarez - Classified Employees, salvarez@ogsd.net

Donna Taniguchi - Certificated Employees, dtaniguchi@ogsd.net

Debi Rivas-Klem - Classified Employees, dklem@ogsd.net

Yolanda Hernandez - District-Provided Testing, yhernandez@ogsd.net