



NEWARK UNIFIED SCHOOL DISTRICT

Heat Index Guidance

The Heat Index is a measure that combines air temperature and relative humidity to determine how hot it actually feels to the human body. It is a more accurate indicator of heat stress risk than temperature alone.

High heat index levels can significantly increase the risk of heat-related illnesses such as heat exhaustion and heat stroke. This is especially important for employees working outdoors or in non-air-conditioned indoor environments.

Heat Index Risk Levels and Recommended Actions:

< 91°F – Lower (Caution): Provide water, encourage hydration, plan for hotter days, and ensure medical access.
91°F – 103°F – Moderate: Increase awareness, schedule frequent breaks in shaded/cool areas, monitor staff.
103°F – 115°F – High: Limit physical exertion, enforce work/rest cycles, provide cooling methods.
> 115°F – Very High to Extreme: Reschedule non-essential tasks, increase monitoring, and implement aggressive controls.

Note: Direct sunlight can increase the heat index by up to 15°F, so adjust precautions accordingly.

How to Use the Heat Index in the District

- Daily Monitoring: Designated staff should check the heat index each morning using reliable sources such as the [OSHA-NIOSH Heat Safety Tool App](#) or the [National Weather Service](#).
- Communicate Risk Levels: Share the daily heat index and associated risk level with all staff.
- Implement Protective Measures: Adjust schedules, increase water availability, and provide shaded rest areas based on risk level.
- Acclimatization: Gradually increase workloads for new or returning employees.
- Training: Educate all employees on recognizing symptoms of heat illness and the importance of hydration and rest.

Who Should Use This Guidance

- Teachers and staff on yard duty or field trips
- Maintenance and grounds crews



NEWARK UNIFIED SCHOOL DISTRICT

- Custodians and cafeteria workers
- Transportation staff (e.g., bus drivers)
- Any employee working in non-air-conditioned spaces

Recognizing the Difference: Heat Exhaustion vs. Heat Stroke This section provides a formal summary for all Newark Unified School District employees on how to recognize the difference between heat exhaustion and heat stroke. Understanding these conditions is critical for ensuring timely and appropriate response to heat-related illnesses. Heat stroke is a medical emergency and requires immediate intervention.

Heat Exhaustion

Definition: Heat exhaustion is a condition that occurs when the body overheats and struggles to cool down effectively.

Common Symptoms:

- Heavy sweating
- Cool, pale, or clammy skin
- Headache
- Dizziness or lightheadedness
- Nausea or vomiting
- Weakness or fatigue
- Thirst
- Fast heartbeat
- Muscle cramps
- Irritability

Recommended Response:

- Move the individual to a cool, shaded area
- Encourage them to sit or lie down
- Provide water or a cool beverage
- Apply cool compresses or ice packs
- Monitor symptoms and seek medical attention if they do not improve within sixty minutes
- Do not allow the individual to return to work the same day



NEWARK UNIFIED SCHOOL DISTRICT

Heat Stroke

Definition: Heat stroke is a life-threatening condition where the body loses its ability to regulate temperature.

Warning Signs:

- Confusion or altered mental state
- Fainting or loss of consciousness
- Seizures
- Extremely high body temperature
- Hot, red, dry, or damp skin
- Rapid, strong pulse
- Absence of sweating
-

Recommended Response:

- Call 9-1-1 immediately
 - Move the individual to a shaded, cool area
 - Remove outer clothing and loosen tight garments
 - Cool the individual with water, fans, or ice packs (especially under arms and neck) ●
- Stay with the individual until emergency personnel arrive
- Notify the site administrator, supervisor, and/or the Superintendent's Office to ensure all relevant personnel are informed, and the incident is properly documented