

COVID-19 Preparedness and Response Plan

COVID-19 EMPLOYMENT RIGHTS

Act 238 of 2020

Bay-Arenac Intermediate School District



2021 - 2022 School Year

(updated 06/22/2021, 8/3/21, 1/10/22, 01/20/22)



Purpose

Since March 2020, the COVID-19 (coronavirus) pandemic has continued to evolve. BAISD will continue to make the safety and wellbeing of our staff, students, and community a priority..

What Is COVID-19?

The novel coronavirus (COVID-19) is a respiratory disease that can result in serious illness or death. It is caused by a new strain of coronavirus not previously identified in humans and easily spread from person to person. COVID-19 spreads through close human contact, even from individuals who may be symptomatic.

Development of COVID-19 Preparedness and Response Plan

BAISD's Preparedness and Response Plan is based on information available from the [Michigan Department of Health and Human Services](#), the [U.S. Department of Health and Human Services' Centers for Disease Control and Prevention \("CDC"\)](#), the [U.S. Department of Labor's Occupational Safety and Health Administration \("OSHA"\)](#), [Michigan Occupational Safety and Health Administration \("MIOSHA"\)](#), the Michigan Legislators, and [Michigan Executive Orders](#).

The plan is subject to change based on further information provided by the CDC, OSHA, MIOSHA, county health departments, legislation, board policies, and/or other public officials. The Bay-Arenac Intermediate School District (BAISD) may also amend this plan based on operational needs.

BAISD will adhere to any executive or emergency order that prohibits discharging, disciplining, or otherwise retaliating against employees who stay home or who leave work when they are at particular risk of infecting others with COVID-19.

The BAISD operation's plan will be made readily available to employees, labor unions, and customers, via the website or by hard copy upon request.



Conduct Daily Entry Screening Protocol

BAISD will require all symptomatic or Covid-19 positive staff, students, and visitors to be symptom-free for at least 24 hours or have drastically improved symptoms prior to entering BAISD owned buildings.

Employee Notification of Signs and Symptoms of COVID-19

Pursuant to CDC guidelines, employees, students, or visitors who show symptoms of COVID-19 while at work must follow the [BAISD Protocol For Updated Isolation and Quarantine](#) guidelines.

Employees, visitors, or students must promptly report any signs and symptoms of COVID-19 to their administrator before or during working hours. Employees, visitors, or students must not report to work or school if they develop new, different, or worse symptoms from baseline data and/or the condition is absent a more likely diagnosis.

District Plan for Confirmed Cases

BAISD has established a response plan for addressing confirmed infections in the workplace. Please visit the following document for protocols; [BAISD Protocol For Updated Isolation and Quarantine](#).

Social Distancing Requirements

Social distancing continues to be encouraged to the maximum extent possible.

The Use of Face Coverings

Effective January 20, 2022, the [BAISD Protocol For Updated Isolation and Quarantine](#) will be followed. Please review the document for masking protocols.

Promote Frequent Hand Washing

BAISD is obligated to promote frequent and thorough hand washing, including by providing workers, customers, and worksite visitors with a place to wash their hands. BAISD will provide soap and running water as well as antiseptic hand sanitizers or alcohol-based hand towelettes containing at least 60 percent alcohol.



[Posters](#) for proper hygiene will be posted in a visible area for all employees

The Use of PPE

[Needed PPE supplies](#) for all staff will be available. BAISD will have available non-medical grade face coverings, hand sanitizers, disinfecting wipes, and gloves. Any other needed PPE supplies will be provided on an as-needed basis. Please contact your department administrator for any needed supplies.

Cleaning and Disinfection Protocols

Cleaning supplies will be available to employees such as disinfecting wipes or spray, hand sanitizer, and hand soap. Environmental Protection Agency (EPA) - approved disinfectants that are expected to be effective against SARS-CoV-2 will be used.

Recordkeeping

1. Employee training on workplace infection control practices, proper use of PPE, steps the employees must take to notify the business of COVID-19 illness, and how to report unsafe working conditions will be kept on record for 6 months.
2. Daily entry self-screening protocol for all employees or contractors including a questionnaire will be kept on record for 6 months.
3. Keeping records of whether employees are fully vaccinated persons in order to exempt them from wearing face coverings will be kept on record for 6 months.

ADA Accommodations

If a particular employee needs [ADA accommodations](#) to adjust any of the following Employee Responsibilities, please provide [immediate notice](#) to your administrator or the Director of HR.

Effective Date

The implementation of this plan will begin on June 22, 2021.

If you have any questions or concerns related to this document please contact Becky Smith, smithr@baisd.net, 989-667-3201.