

ANN ARBOR PUBLIC SCHOOLS
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COVID-19 PREPAREDNESS AND RESPONSE PLAN AND POLICY

WORKPLACE PLAN FOR EMPLOYEES AND VISITORS

PURSUANT TO EXECUTIVE ORDER 2020-161

(Students are covered by the AAPS COVID-19 Return to School Plan, developed pursuant to Executive Order 2020-142 and the COVID-19 Task Force on Education's and Return to School Advisory Council's Michigan Return to School Roadmap)

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TABLE OF CONTENTS

COVID-19 PREPAREDNESS AND RESPONSE PLAN	1
I. Introduction	1
II. Definitions	1
III. Daily Screening Protocol	2
IV. Social Distancing and Mitigating Measures.....	3
V. Workplace Cleaning and Disinfection	5
VI. Response Plan for Confirmed Infection in the Workplace.	6
VII. Self-Reporting, Preclusion from District Property, and Returning to Work.....	6
VIII. Employee Rights.....	7
IX. Record-Keeping and Confidentiality	8
X. Legal References	8
Executive Order 2020-166, and any subsequent related order	
Executive Order 2020-142, and any subsequent related order	
Executive Order 2020-161, and any subsequent related order	
OSHA Guidance on Preparing Workplaces for COVID-19	
Families First Coronavirus Response Act (“FFCRA”)	
CDC Guidance for Businesses & Workplaces	
Michigan Department of Labor and Economic Opportunity COVID-19 Workplace Safety Guidance	
Washtenaw County Health Department Guidance for Businesses	
MIOSHA October 14, 2020 Emergency Rules for Workplaces	

COVID-19 PREPAREDNESS AND RESPONSE PLAN AND POLICY

I. INTRODUCTION

Ann Arbor Public Schools (“AAPS”) or (the “District”) has developed this COVID-19 Preparedness and Response Plan and Policy to decrease the risk of infection for employees, contractors, and visitors to District buildings and property. This Plan and Policy is based on [guidance from the Centers for Disease Control and Prevention](#) (the “CDC”) and “[Guidance on Preparing Workplaces for COVID-19](#),” developed by the federal Occupational Health and Safety Administration (“OSHA”), and to ensure compliance with federal law, state executive orders, and local health orders.

The purpose of this plan is to inform the District’s employees, contractors, visitors, parents, and members of the public of the steps AAPS is taking to safeguard health and safety, as well as the responsibilities and expectations for employees, contractors, visitors, parents, and other members of the public when they enter District buildings or are on District property. As this document specifies the District policy of the Ann Arbor Public Schools for the safe operation of our schools during the COVID-19 pandemic, it is the expectation of the District that all employees are aware of and are compliant with all the provisions herein. Failure to meet these expectations will result in discipline up to and including discharge. District contractors are required to adhere to this Covid Preparedness and Response Plan and by way of example and not limitation the [MIOSHA October 14, 2020 Emergency Rules for Workplaces](#) and other requirements of businesses, as described on the [Washtenaw County Health Department Guidance for Businesses and Organizations](#) webpage.

This plan and policy shall be read in conjunction with the AAPS COVID-19 **Return to School Plan**, developed and adopted pursuant to Executive Order 2020-142 and informed by Michigan’s 2020-21 Return to School Roadmap. The AAPS Return to School Plan focuses on the safety and welfare of students, and steps the District is taking to reduce the risk of infection for students while continuing to provide a quality education. While this COVID-19 Preparedness and Response Plan and Policy establishes a baseline for workplace rules and safeguards for District employees and contractors any time they are on District property, the AAPS COVID-19 Return to School Plan includes more specific requirements that are applicable when school is in session on District property. Where the AAPS COVID-19 Return to School Plan includes additional, stricter, or more stringent requirements than this COVID-19 Preparedness and Response Plan and Policy, the AAPS COVID-19 Return to School Plan will control. The Return to School Plan can be viewed [here](#):

II. DEFINITIONS

For purposes of this COVID-19 Preparedness and Response Plan, the following definitions apply:

A. **Symptoms of COVID-19**: pursuant to [guidance from the CDC](#) and [guidance from the Washtenaw County Health Department](#), the symptoms of COVID-19 are:

- Fever (of 100.4° F or higher or feeling feverish) or chills
- Cough
- Shortness of breath or difficulty breathing
- Fatigue
- Muscle or body aches
- Headache
- Loss of taste or smell
- Sore throat

COVID-19 PREPAREDNESS AND RESPONSE PLAN AND POLICY

- Congestion or runny nose
- Nausea or vomiting
- Diarrhea

B. **Close contact:** The CDC defines “close contact” as an individual who was within 6 feet of an infected person for a cumulative total of 15 minutes or more over a 24-hour period.

III. DAILY SCREENING PROTOCOL

- A. Before or upon entering a District building or District property for the first time each day, each employee, contractor, parent, visitor, or other member of the public must complete a self-screening questionnaire.
1. An employee who fails to complete the questionnaire, or who knowingly provides false answers to any of the questions, shall be subject to discipline, up to and including discharge.
 2. A parent, visitor, or member of the public who refuses to complete the questionnaire or who knowingly provides false answers to any of the questions shall be asked to leave. If the visitor refuses to comply with this request, subsequent District action may include calling local police to request their assistance in removing the visitor, charges under state law or local ordinance for trespassing, and/or banning the visitor from District property. See [MCL 750.552](#); [Ann Arbor City Ordinance 9:64. - Unauthorized persons on school property](#).
- B. The self-screening questionnaire is available online at <https://bit.ly/AAPSPrescreen> and requires the employee or contractor to provide information regarding:
1. Whether he or she has experienced any symptoms of COVID-19 within the past 24 hours;
 2. Whether he or she has tested positive for COVID-19, or has been in close contact with anyone suspected or confirmed to have COVID-19, within the past 14 days.
- C. If the employee, contractor, parent, visitor, or other member of the public answers affirmatively to any of the inquiries on the questionnaire, he or she shall remain home or immediately return home if already on-site. An employee or contractor shall also notify his or her worksite supervisor immediately if he or she has answered affirmatively to any of the questions in the self-screening protocol.
1. The worksite supervisor must immediately notify the Executive Director of Human Resources & Employee Relations or the Executive Director of the Community Division if the supervisor is notified by an employee or contractor that the employee or contractor has answered affirmatively to any questions on the self-screening questionnaire.
 2. If requested to do so, an employee or contractor who answers affirmatively to any questions on the self-screening questionnaire must submit to an interview with an AAPS Health Specialist or provide written responses to questions regarding the employee’s or contractor’s contacts on District property.

COVID-19 PREPAREDNESS AND RESPONSE PLAN AND POLICY

3. Return to work and reentry onto District property is governed by Section VII of this Plan and Policy.
- D. The Executive Director of Human Resources & Employee Relations and Executive Director of the Community Division shall monitor employees' responses on the questionnaires to ensure employees and contractors who answer affirmatively to any questions leave the premises, if applicable, and stay home in accordance with the procedures set forth in Section VII.

IV. SOCIAL DISTANCING AND MITIGATING MEASURES

- A. **Employee and Contractor Responsibilities.** Employees and contractors must comply with the following directives to reduce the risk of infection in the workplace. Failure to comply with the following directives will result in discipline, up to and including discharge:
1. Maintain a distance of at least six (6) feet from others to the maximum extent possible.
 2. Wear face coverings when six (6) feet of separation from other individuals in the workplace cannot be consistently maintained.
 3. Wear face coverings in shared spaces, including restrooms and hallways, and during in-person meetings.
 4. Self-monitor for signs and symptoms of COVID-19, particularly if possible exposure is suspected.
 5. Self-report as soon as possible, and within 24 hours at the latest, to their immediate supervisor if the employee or contractor:
 - a. **Tests positive for COVID-19;**
 - b. Experiences any symptoms of COVID-19;
 - c. Has close contact with anyone suspected or confirmed to have COVID-19;
 - d. Answers affirmatively to any of the questions in the self-screening protocol discussed in Section III.
 6. A worksite supervisor who is notified by an employee or contractor as described in Paragraph 5, above, must immediately notify the Executive Director of Human Resources & Employee Relations or the Executive Director of the Community Division.
 7. If requested to do so, an employee or contractor who self-reports to an immediate supervisor as described above in Paragraph 5, or who answers affirmatively to any questions in self-screening questionnaire, must submit to an interview with an AAPS Health Specialist or provide written responses to questions regarding the employee's or contractor's contacts on District property.
 8. Do not enter District buildings or District property if prohibited from doing so under Section VII, below.

COVID-19 PREPAREDNESS AND RESPONSE PLAN AND POLICY

9. For employees working in offices, wipe down workstations at least twice daily with disinfecting supplies provided by AAPS.
- B. Parent and Visitor Responsibilities.** If permitted by AAPS to enter District buildings or property, Parents, guardians, and other members of the public who enter AAPS property must comply with the following requirements.
1. Maintain a distance of at least six (6) feet from others to the maximum extent possible.
 2. Wear face coverings when six (6) feet of separation from other individuals cannot be consistently maintained and in shared spaces, such as restrooms and hallways.
 3. Self-monitor for signs and symptoms of COVID-19 and immediately report to the building principal, Executive Director of the Community Division, or Executive Director of Human Resources & Employee Relations if the parent, guardian, or visitor meets one of the statuses listed in Section VII.
 - a. After self-reporting, the visitor will be contacted by AAPS Health Specialist and asked to provide information to the AAPS Health Specialist regarding the individuals the visitor had contact with while on District property, and who the employee or contractor had close contact with (as defined in this Plan, above) while on District property, within the prior 14 days.

A visitor who refuses to comply with one of the requirements listed above after being asked to do so by a District employee will be asked to leave. If the visitor refuses to comply with this request, subsequent District action may include calling local police to request their assistance in removing the visitor, charges under state law or local ordinance for trespassing, and/or banning the visitor from District property. See [MCL 750.552](#); [Ann Arbor City Ordinance 9:64. - Unauthorized persons on school property](#).

- C. District Responsibilities.** The District has taken and will continue to take the following steps to ensure the health and safety of employees and contractors working in District buildings and on District property:
1. The building principal is designated as the **worksite supervisor** for his or her District building. As the worksite supervisor, the building principal is responsible for implementing and monitoring this Plan, and for the record-keeping requirements discussed below in Section IX. The building principal may delegate this function to another employee(s) in the building, provided:
 - a. The building principal notifies the employees in his or her building, and either the Executive Director of Human Resources & Employee Relations or the Executive Director of the Community Division of the employee(s) the building principal has named as the worksite supervisor(s).
 - b. A worksite supervisor must remain on-site at all times when employees are present on site.

COVID-19 PREPAREDNESS AND RESPONSE PLAN AND POLICY

2. Assisting employees and contractors in **social distancing** while working in District offices, by –
 - a. Providing visual indicators of appropriate spacing for employees outside the building in case of congestion;
 - b. Spreading out workstations and staggering workspace usage;
 - c. Restricting use of non-essential common space (e.g., cafeterias, lounges);
 - d. Prohibiting social gatherings and meetings that do not allow for social distancing or that create unnecessary movement through the office and using virtual meetings whenever possible.
3. **Providing training** to District employees that covers:
 - a. Workplace infection control practices, including training on this COVID-19 Preparedness and Response Policy & Plan;
 - b. Proper use of personal protective equipment;
 - c. 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; and
 - d. How to report unsafe working conditions.
4. Restricting work-related travel for employees to essential travel only.
5. Promoting remote work to the fullest extent possible.
6. Assigning all employees working in District offices a dedicated entry point to reduce congestion at the main entrance.
7. Prohibiting all nonessential visitors from entering District offices.

V. WORKPLACE CLEANING AND DISINFECTION

- A. Cleaning supplies will be available to employees at their worksites.
- B. The District has increased workplace cleaning and disinfection to limit exposure to COVID-19, particularly on high-touch surfaces and shared equipment and products.
- C. To maintain the cleanliness of the office environment, the District shall:
 1. Post signs about the importance of personal hygiene;
 2. Disinfect high-touch services; and
 3. Minimize the shared use of items (phones, desks, offices, etc.) when possible.

COVID-19 PREPAREDNESS AND RESPONSE PLAN AND POLICY

VI. RESPONSE PLAN FOR CONFIRMED INFECTION IN THE WORKPLACE.

AAPS will take the following steps to address a confirmed infection in a District building or on District property.

A. **Isolation.** If the individual is an employee or contractor on District property, the individual will be immediately isolated from others and arrangements made for the employee to go home or receive medical care (as applicable) immediately.

B. Notification.

1. When an employee notifies the District that he or she has a confirmed case of COVID-19, the Executive Director of Human Resources & Employee Relations or the Executive Director of the Community Division shall notify:

a. The Washtenaw County Health Department immediately, by:

(i) Using the Department's [online portal](#);

(ii) Emailing L-wchdcontact@washtenaw.org; or

(iii) Calling (734) 544-6700 and leaving a message.

b. Any co-workers, contractors, or suppliers who may have come into contact with the employee with a confirmed case of COVID-19, within 24 hours.

2. If AAPS learns an individual with a confirmed case of COVID-19 has visited a District building, AAPS will notify District employees and contractors working in the building or area visited by the individual.

C. **Cleaning and Disinfecting.** Any areas used for prolonged periods of time by an individual with a confirmed case of COVID-19, or an individual suspected of having COVID-19 based on his or her symptoms, will be closed off, cleaned, and disinfected in accordance with [guidance from the CDC](#).

D. **Return to Work.** If the individual with a confirmed diagnosis is an AAPS employee or contractor, the individual may not return to work on-site or reenter District property except pursuant to Section VII below.

E. **Others with Close Contact.** AAPS employees or contractors who were in close contact with the individual with a confirmed infection of COVID-19 will be sent home and prevented from entering AAPS property except pursuant to Section VII below.

VII. SELF-REPORTING, PRECLUSION FROM DISTRICT PROPERTY, AND RETURNING TO WORK

Pursuant to [guidelines from the CDC](#), [the Michigan Department of Labor and Economic Opportunity](#), and the [Washtenaw County Department of Health](#), the following employees, contractors, visitors, parents, and members of the public are prohibited from entering District buildings or District property for the time period provided.

COVID-19 PREPAREDNESS AND RESPONSE PLAN AND POLICY

- A. An individual with a **confirmed diagnosis of COVID-19** or **symptoms of COVID-19 (as defined in this Plan and Policy)** is prohibited from entering District buildings or property until:
1. At least 10 days have passed since the individual's symptoms first started or the first positive COVID-19 test, if the individual was tested;
 2. At least 24 hours have passed since the individual's fever has resolved without the use of fever-reducing medicines; and
 3. The individual's symptoms have vastly improved; and
 4. A "Release from Isolation" letter from the individual's health department or doctor's office has been provided to HR.
- B. An employee may be required to provide verification acceptable to the District of (1) the employee's need to self-quarantine; and/or (2) the employee's eligibility to return to work, given the current availability of tests and other relevant factors, and in accordance with current federal, state, and local laws and guidance.
- C. Any application or documentation requirements for an employee to be eligible for paid or unpaid leave under the law, District policy, or an applicable employment contract (i.e., the Family Medical Leave Act, Michigan Paid Leave Act, or paid sick leave under an individual contract or collective bargaining agreement) remain in effect.
- D. An individual whose symptoms with mild symptoms of COVID-19 that improve in a short period of time may be permitted to enter District buildings and District property before the timelines provided in Paragraph A, above, if the individual tests negative for COVID-19 and provides evidence of that result to the Executive Director of Human Resources & Employee Relations or the Executive Director of the Community Division.
- E. An employee required to self-quarantine or under local health department quarantine orders but capable of performing work may be required to work remotely.

VIII. EMPLOYEE RIGHTS

- A. An employee shall not be discharged, disciplined, or otherwise retaliated against for staying at home because he or she has COVID-19, has symptoms of COVID-19, or has had close contact with an individual with COVID-19.
1. An employee who is allowed to return after the periods described above in Section VII but declines to do so may be subject to discipline, up to and including discharge.
- B. Under the Families First Coronavirus Response Act ("FFCRA"), an employee may be eligible for paid leave if he or she must stay home due to COVID-19. Notice of an employee's rights under the FFCRA Emergency Paid Sick Leave Act and the Emergency Family and Medical Leave Expansion Act ("EFMLEA") is available here:
1. [Notice of Employee Rights under the Paid Sick Leave and Expanded Family and Medical Leave of the Families First Coronavirus Response Act](#)

COVID-19 PREPAREDNESS AND RESPONSE PLAN AND POLICY

IX. RECORD-KEEPING AND CONFIDENTIALITY

A. The Executive Director of Human Resources & Employee Relations and Executive Director of the Community Division shall ensure compliance with the record-keeping requirements of Executive Order 2020-161, or any subsequent order, by:

1. Maintaining records of training performed pursuant to Section IV(B)(3), including the topics covered, a list of participants, copies of any materials used, the identity of the trainer, and any other information deemed relevant.
2. Maintaining copies, whether digitally or in hard copy, of the self-screening questionnaires completed daily by employees and contractors. These questionnaires shall be maintained in a confidential paper and/or digital file, with access restricted.
3. Maintaining a copy of the notices provided to the Washtenaw County Department of Health and to District employees and contractors working in the building or area visited by an employee who has been identified with a confirmed case of COVID-19. Notice to the Washtenaw Department of Health shall be maintained in a separate, confidential file with access restricted.

B. **Confidentiality.** The District will take reasonable precautions to protect health information pursuant to all applicable laws and statutes, including, but not limited to, the Americans with Disabilities Act (“ADA”), the Health Insurance Portability and Accountability Act of 1996 (“HIPAA”) and the Family Education Rights and Privacy Act of 1974 (“FERPA”).

X. LEGAL REFERENCES

[Executive Order 2020-166](#), and any subsequent related order

[Executive Order 2020-142](#), and any subsequent related order

[Executive Order 2020-161](#), and any subsequent related order

OSHA [Guidance on Preparing Workplaces for COVID-19](#)

[Families First Coronavirus Response Act \(“FFCRA”\)](#)

CDC [Guidance for Businesses & Workplaces](#)

Michigan Department of Labor and Economic Opportunity [COVID-19 Workplace Safety Guidance](#)

Washtenaw County Health Department [Guidance for Businesses](#)

[MIOSHA October 14, 2020 Emergency Rules for Workplaces](#)