



Kha'p'o Community School COVID-19 MITIGATION PLAN



Implemented October 17, 2022

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Introduction

This plan has been created to aid in reducing the impact of COVID-19 on Kha'p'o Community School (KCS) and to ensure the continued well-being of our families and employees. The guidelines referenced in this plan are based on guidance from the Centers for Disease Control and Prevention (CDC), NM Department of Health, Bureau of Indian Education, Santa Clara Pueblo (SCP) Emergency Operations Center and Santa Clara Pueblo Tribal Government. This is a working document and regular updates will be made to this plan based on information provided by the CDC and applicable tribal, federal, state, and local agencies.

Tribal Emergency Operations Center

KCS continues operating in emergency operations status due to the COVID-19 pandemic conditions. As a result, KCS is a representative of the Emergency Operations Center (EOC) under Santa Clara Pueblo. We operate in accordance with the requirements through the EOC and verify emergency response conditions through that structure while under these conditions.

SCP Public Health Order

Santa Clara Pueblo Tribal Council enacted a Public Health Order (PHO) implementing restrictions due to COVID-19. This PHO is under quarterly review by the Santa Clara Pueblo Tribal Council. By their authority, they may make changes as they feel necessary for the protection of the Pueblo. The most recent version of the PHO was approved on September 30, 2022, and states at the ***"Kha'p'o Community School (KCS) . . . shall remain open as determined by the KCS School Board, subject to restrictions imposed by the KCS School Board."***

Employee, Student, Visitor Safety

Vaccinations

Effective August 30, 2021, KCS is implementing a mandatory COVID vaccination policy as passed by the school board. All employees are required to be fully vaccinated and provide proof of vaccination, unless one meets the exception to the vaccination requirement. This requirement includes KCS contractors and subcontractors and their respective employees, we will request a copy of the vaccination card as proof.

Effective January 19, 2022, KCS school board has approved a policy on student COVID-19 vaccine requirements. All students who meet the eligible age, which is currently 6 months to adult, set by the FDA must be fully vaccinated in order to attend KCS, unless one meets the exception to the vaccination requirement. KCS will request a copy of the vaccination card from students to be filed. Students include FACE participants, ((home-based (parent/s and children 6 months and older), school based, and adults).

Employee and Student COVID-19 Antigen Rapid Test

KCS will continue its mandatory testing program. **All employees are required to complete an at home self-test if displaying COVID-19 symptoms on-site or at home.** If completed at home, results will need to be emailed to direct supervisor and health@khapoeducation.org prior to coming on campus.

Students will be required to test on a cohort basis on KCS campus. The Director of Operations will coordinate the testing schedule. Home-based students will not participate in the cohort testing program

but will be required to test if displaying COVID-19 symptoms prior to visits. *Students under the age of 2 will not be required to test.*

Students who are at home and are displaying symptoms are required to take a COVID-19 antigen rapid test. Test results will need to be emailed to health@khapoeducation.org and the Director of Instruction.

KCS reserves the right to determine the need for additional COVID-19 antigen rapid testing during the school year on a precautionary basis due to fluctuations in COVID-19 cases.

Test kits will be provided by KCS to employees, students, and families. If more test kits are needed, please email health@khapoeducation.org or call (505) 753-4406.

Employee and Student Daily Screening

To help prevent the spread of COVID-19 and reduce the potential risk of exposure to our employees and students, **we require employees and students to complete daily screening when on campus** including a temperature reading and answering a set of questions related to COVID-19 symptoms. This applies to bus services as well.

Visitors on Campus

Visitors to KCS must be screened at Front Office.

Social Distancing

Social distancing is an effective way to prevent the spread of COVID-19. KCS encourages social distancing when possible.

Personal Protective Equipment (PPE)

In order to minimize exposure to COVID-19, **mask-wearing is strongly encouraged in indoor spaces**. KCS staff, students, and visitors are strongly encouraged to adhere to CDC guidelines for mask-wearing. The Executive Director reserves the right to mandate mask wearing if COVID-19 cases increase within the school.

In addition to using PPE, please remember to:

- Wash your hands often with soap and water for at least 20 seconds. Use hand sanitizer with at least 60% alcohol if soap and water are not available.
- Avoid touching your eyes, nose, and mouth.
- Cover your mouth and nose with a tissue when you cough or sneeze or use the inside of your elbow, even while wearing a mask.

PPE is provided for all staff and students on campus.

Health and Wellness Protocols

Suspected COVID-19 Case

If an employee or student becomes ill on campus, he/she will immediately report to the Health & Wellness Coordinator's Office, and the Health and Wellness Coordinator will contact the parent/guardian.

Protocol for Return to Work or School if Positive

Employees and students should follow CDC guidelines for return to work if they tested positive for COVID-19 (detailed at the end of this plan).

In every case, names of individuals suspected of COVID-19 or diagnosed as being positive with COVID-19 will be kept confidential as a right to know through emergency preparedness processes.

Health and Safety Leave

Reasons to qualify:

- An employee is allowed two hours of Health and Safety Leave to get tested for COVID-19 and/or to get vaccinated/boosted.
- Coronavirus – if an employee tests positive, provide verification to the Director of HR, School Health and Wellness Coordinator and the Executive Director.
- If an employee is ill due to the Coronavirus, the employee will follow normal procedures for requesting leave. Employee may utilize up to **three (3) days of Health and Safety Leave** upon approval by their Supervisor and the Executive Director. Sick leave, personal and annual leave can be utilized if additional days of leave are required.
- Taking care of family member(s) due to COVID-19: verification is required and must be provided to the Director of HR. If an employee will be taking care of a family member for an extended period of time, the employee may apply for FMLA as outlined in the KCS HR Policies.
- Health and Safety Leave may be granted with or without pay to any employee at any time for any reason or purpose deemed necessary or appropriate by the Executive Director.
- Requests submitted to the Director of HR will be reviewed by the Executive Director and Board.
- The Director of HR will provide guidance as necessary.

In every case, names of individuals suspected of COVID-19 or diagnosed as being positive with COVID-19 will be kept confidential as a right to know through emergency preparedness processes.

Transportation: Bus Drivers/Bus Protocols

A second staff member will be assigned to bus routes. This individual will be responsible for completing the health scan of each student prior to getting on the bus.

A student with a fever or displaying any symptoms will not be allowed to get on the bus. The parent/guardian needs to remain at the bus stop until the temperature/health check is completed. Parent/caregiver needs to be available at bus stop.

CDC COVID-19 Guidelines

If you were exposed to COVID-19, you should start taking precautions.

If you have COVID-19, you can spread the VIRUS to others. There are precautions you can take to prevent spreading it to others: isolation, masking, and avoiding contact with people who are at high risk of getting very sick. Isolation is used to separate people with confirmed or suspected COVID-19 from those without COVID-19.

These recommendations do not change based on COVID-19 Community Levels. If you have COVID-19, there are treatments that may be available to you.

When to Isolate

Regardless of vaccination status, you should isolate from others when you have COVID-19.

You should also isolate if you are sick and suspect that you have COVID-19 but do not yet have test results. If your results are positive, follow the full isolation recommendations below. If your results are negative, you can end your isolation.

- If you test negative you can end your isolation.
- If you test positive follow the full isolation recommendations below.

When you have COVID-19, isolation is counted in days, as follows:

If you had no symptoms:

- Day 0 is the day you were tested (not the day you received your positive test result).
- Day 1 is the first full day following the day you were tested.
- If you develop symptoms within 10 days of when you were tested, the clock restarts at day 0 on the day of symptom onset.

If you had symptoms:

- Day 0 of isolation is the day of symptom onset, regardless of when you tested positive.
- Day 1 is the first full day after the day your symptoms started.

Isolation

If you tested positive for COVID-19, stay home for at least 5 days and isolate from others in your home.

You are likely most infectious during these first 5 days.

- Wear a high-quality mask if you must be around others at home and in public.
- Do not go places where you are unable to wear a mask.
- Do not travel.
- Stay home and separate from others as much as possible.
- Use a separate bathroom, if possible.
- Take steps to improve ventilation at home, if possible.
- Don't share personal household items, like cups, towels, and utensils.

- Monitor your symptoms. If you have an emergency warning sign (like trouble breathing), seek emergency medical care immediately.

Ending Isolation

End isolation based on how serious your COVID-19 symptoms were. Loss of taste and smell may persist for weeks or months after recovery and need not delay the end of isolation.

If you had no symptoms:

- You may end isolation after day 5.

If you had symptoms and:

- Your symptoms are improving: you may end isolation after day 5 if you are fever-free for 24 hours (without the use of fever-reducing medication).
- Your symptoms are not improving: continue to isolate until you are fever-free for 24 hours (without the use of fever-reducing medication) and your symptoms are improving.

If you had symptoms and had moderate or severe illness:

- Isolate through day 10.
- For severe illness: consult your doctor before ending isolation.

Regardless of when you end isolation:

- Avoid being around people who are more likely to get very sick from COVID-19.
- Remember to wear a high-quality mask when indoors around others at home and in public.
- Do not go places where you are unable to wear a mask until you are able to discontinue masking.

Removing Your Mask

After you have ended isolation, when you are feeling better (no fever without the use of fever-reducing medications and symptoms improving; wear your mask through day 10 OR with two sequential negative tests 48 hours apart, you may remove your mask sooner than day 10.

Note: if your antigen test results are positive, you may still be infectious. You should continue wearing a mask and wait at least 48 hours before taking another test. Continue taking antigen tests at least 48 hours apart until you have two sequential negative results. This may mean you need to continue wearing a mask and testing beyond day 10.

After you have ended isolation, if your COVID-19 symptoms recur or worsen, restart your isolation at day 0. Talk to a healthcare provider if you have questions about your symptoms or when to end isolation.