



COVID-19 RECOVERY PLAN FRAMEWORK

DRAFT - Subject to final modification per 6/23/21 Board Meeting

(Note: These are policy considerations, not operational directives.)

The District Emergency Operations Center has been working for several months to plan for and operationalize the full return of in-person services to the District's campuses and offices. The District Administration presented draft plans to the Board of Trustees for its initial consideration at a meeting on May 12, 2021, and the Board provided direction to accelerate the District's plans to offer additional on-site classes and services for fall 2021. The Board provided further guidance at its meeting on June 9, 2021. Based on that direction, and additional guidance offered by the State to include permissibility of mass gatherings and elimination of social distancing requirements on June 15, 2021, and guidance from Cal/OSHA, the Policy Group of the Emergency Operations Center presents the following policy considerations for a COVID-19 Recovery Plan Framework. These policy items have been refined based on additional feedback received in-person and through surveys from District stakeholder groups (i.e. collective bargaining units, academic senates, classified senates, student associations, etc.).

1. **Return to Worksites.** Classified personnel, managers and administrators return to campuses during week of August 2, 2021. The fall 2021 semester begins on August 16, 2021, and campuses will be accessible for all faculty, staff and students. If scheduled to teach in-person, faculty will teach on campus in accordance with their schedules. If scheduled to teach on-line, faculty may access campuses, at their discretion, but are not required to do so.
2. **Schedules.** Employee schedules for fall semester will be built to accommodate operational logistics, and student and business needs, while also considering employee circumstances that require medical accommodation.
3. **Employee Vaccinations.** Vaccines are required for all employees working on site, with the exception of those who seek and are granted one of the following accommodations currently permitted by federal or state guidelines: (1) medical issue or disability, (2) seriously-held religious belief, and/or (3) refusal based on emergency authorization of vaccine. Upon official approval of one or more vaccines by the U.S. Food and Drug Administration (FDA), exemption #3 will be removed. The District will enforce guidance provided by Cal/OSHA for those employees who are not vaccinated due to an accommodation listed above.
4. **Student Vaccinations.** Vaccines are required for all students taking classes or utilizing services on campuses, with the exception of those who seek one of the following

accommodations currently permitted by federal or state guidelines: (1) medical issue or disability, (2) seriously-held religious belief, and/or (3) refusal based on emergency authorization of vaccine. Upon official approval of one or more vaccines by the U.S. Food and Drug Administration (FDA), exemption #3 will be removed. The District will enforce guidance provided by Cal/OSHA for those students who are not vaccinated due to an accommodation listed above.

5. **Classes.** Class schedules will be maximized to add as many in-person options as possible, with a goal of at least 30 percent in-person options.
6. **Student Services.** Student support services will be returned to the campuses during the fall semester, unless impossible or impractical to do so. Online/remote services will also continue to be available for students.
7. **Campus Access.** Access to campuses by members of the general public for personal, outdoor use (i.e. activities such as walking the campuses, using outdoor recreational space, etc., that require no interaction with or service from District staff, etc.) was restored on May 18, 2021. On June 14, 2021, campus access points were removed. As such, campus facilities will be available for broader use by employees, students and patrons. Inside use of District facilities by members of the public will be available on August 2, 2021.
8. **Resources.** All campuses will develop plans to provide comprehensive vaccination resource referrals and COVID-19 testing capabilities.
9. **Worksite Assessment.** Worksites will be assessed and prepared for return-to-work, per Cal/OSHA guidelines.
10. **Full Return.** Full return to on-site instruction and student support services is expected by January 3, 2022.

NOTE: *Impacts from these policy positions, if adopted, will be bargained with the District's collective bargaining units.*