

MEMORANDUM OF UNDERSTANDING

Contra Costa Community College District

And

United Faculty

Masking Policies for Fall 2021

1. 4CD will continue to follow Contra Costa County Health Services directives with regard to masking. At present, this means that all persons entering any building in the will be required to wear a mask while indoors, in the presence of others, subject to certain exceptions as outlined in County directives.
2. Faculty will have the authority to require students in their classrooms or working with them in other spaces (such as offices or labs) to wear masks. Incidents where students refuse to wear masks or wear masks improperly should be treated like any other incidents of distracting behavior in the classroom. In other words, students who refuse to wear masks when asked be may be required to leave the room and to meet with the Dean of Students or appropriate manager before being allowed to return and be subject to the disciplinary procedures outlined in the Student Code of Conduct.
3. Faculty who refuse to wear masks or wear masks improperly indoors or who refuse to enforce the indoor masking policy in their classrooms when asked or reminded to do so may be subject to normal progressive disciplinary procedures. Every effort will be made to handle such incidents informally unless there is a pattern of repeated refusal to follow County directives and/or District policy.
4. Faculty who cannot wear masks for medical reasons may request accommodations through established Americans with Disabilities Act (ADA) procedures. Students who cannot wear masks for medical reasons may request accommodations through Disabled Student Services.
5. Faculty shall have the authority to prohibit eating or drinking in classrooms or faculty offices (so that students may not go mask-less in order to eat and drink).
6. Masking policies will be in accordance with Contra Costa County Health Services recommendations. Changes to the enforcement of masking policies will be done by mutual agreement.
7. Faculty may use transparent masks while teaching rather than cloth masks to the extent permitted by Contra Costa County Health Services.

For the District:



Bryan Reece, Chancellor / Date

For United Faculty:



Jeffrey Michels (Aug 22, 2021 12:09 PDT)

Jeffrey Michels, Executive Director
and Vice President / Date



Jason Mayfield (Aug 22, 2021 13:47 PDT)

Jason Mayfield, President / Date