



**Memorandum of Agreement  
between the Santa Barbara Community College District  
and the SBCC Faculty Association on Mask Policy and other COVID Regulations,  
August 29, 2022**

**Background:**

For the Fall semester 2022 the SBCC administration has announced that an (indoor) mask mandate will remain in place during the “medium tier” and “high tier” per the definition of the Center for Disease Control and Prevention (CDC).

All masks that are allowed per CDC guidelines are acceptable. A previous collegewide mandate to limit the choice of masks to N95/KN95 grade masks was discontinued.

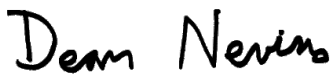
**Agreement**

**The SBCC Faculty Association and the SBCC District agree to the following:**

1. Faculty can request N95 masks to be worn in their classrooms and in their offices even if the college does not require specific types of face coverings. Non-compliance with this request will not result in any student disciplinary action.
2. Faculty who are making the request to have N95/KN95 masks be worn by students will wear these masks themselves in their classrooms or offices while others are present.
3. The District will provide N95/KN95 mask supplies to be used in face to face classes and Student Services.
4. The District will make rapid test kits available to faculty and students.
5. Faculty may take off their masks when alone in an office or classroom with the door closed, or (if permitted by current SBCPHD guidance) during instruction where required distancing can be maintained, a HEPA filter is in the room and the instructor is vaccinated and haven't required their students to wear an N95/KN95 mask (per point 2). Alternatively, instructors are allowed to use CDC-compliant alternative face coverings in place of the mask types outlined in college guidelines. (former section B.6 of Spring 2022 Covid MoU).
6. If at least one student is non-compliant with a faculty request for N95/KN95 masks in their classroom or service area:
  - faculty will be allowed to switch into a larger classroom or a tent setting starting at the next class meeting if available. The District will provide full support in locating a classroom/tent, moving class material etc.
  - faculty can request to be provided plexiglass shields/enclosures for their classroom/service area.

- ESD faculty can choose to serve the student in a classroom if available or outdoors or another available larger space. If none of these are available the faculty member and student may reschedule the appointment to a time when such space is available.
  - Library/LRC faculty will be provided a workspace behind plexiglass shields/enclosure. Students may be offered to meet remotely or over the phone.
7. The interactive HR process is available for a faculty member who seeks an accommodation which could result in moving their Fall 2022 class assignments online.
  8. Where possible, faculty will be provided keys to all available doors and windows in their classroom upon request.
  9. Via random checks, the District will provide **regular** general mask mandate monitoring in Library, LRC, Student Services and similar areas.
  10. The District will allow all Part Time faculty who meet the min. length requirements for participation (section B.1.4.1.b) to continue or join the Tier 1 of the PT faculty health plan without meeting the minimum load requirement outlined in App. B of the CBA while the parties discuss implementation of PT health insurance as directed by the State.
  11. No faculty member will have accrued leave deducted for taking time needed for absences due to COVID related illnesses, quarantine order, self-quarantining or similar.
  - 12. As soon as possible, the parties will negotiate another Memorandum of Understanding which covers the scenario if under the “low tier”, per the CDC definition, the District decides not to require indoor mask wearing at all on campus.**
  - 13. This agreement expires on December 24, 2022**

For the SBCC District



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 Dr. Dean Nevins  
 Chief Negotiator for the SBCC District

For the SBCC Faculty Association



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 Dr. Cornelia Alsheimer  
 Chief Negotiator for the SBCC Faculty Association

**REFERENCE**

[CLEAN COPY](#) as reviewed by Dr. Nevins and Dr. Alsheimer on 8/26/2022 @ 6 p.m