September 2, 2021

This is an update on employee face coverings.

Recently, the CDPH Director & State Public Health Officer Dr. Aragón, issued a memo to all school leaders in CA regarding universal masking. This memo provides clear direction on a school district’s legal requirement to enforce universal masking indoors at TK-12 schools regardless of vaccination status. This guidance applies to all staff and all students.

**Per CDPH legal requirements and TK-12 school guidance, ALL employees must wear a face covering indoors regardless of vaccination status.**

The district’s priority is to continue in-person learning, focusing on students’ academic, social, and emotional needs. Any violation of the mask mandate jeopardizes these goals and creates a potentially negative impact to the health and safety of staff, students, and their families.

**Employees who violate the mask mandate are subject to disciplinary action in accordance with appropriate disciplinary procedures as outlined in Board Policy and MEA/CSEA Collective Bargaining Agreements.**

**Medical Exemptions of Use of Facial Coverings for staff**

Following the State’s Public Health Officer communication, if an individual has a valid medical exemption, signed by a physician (MD or DO), nurse practitioner (NP), or physician’s assistant (PA), a face covering with a drape must be used as an alternative to a mask.

Please know we are working with individual employees who provide a valid medical exemption through the Americans with Disabilities Act (ADA) process, to discuss reasonable accommodations.