

## PFT FAQ on COVID-19 Protocols for Spring 2022 - Updated 1/24/2022

**Q: What if a student comes in without a mask?**

A: Tell them to put one on.

**Q: What if they refuse?**

A: Tell them to leave your class. Immediately after class, inform your dean, VPSS, and College President that you asked a student to leave for “willful disobedience” per [AP 5500](#). It is the VPSS’s responsibility to talk with the student and ensure that further discipline is carried out appropriately.

**Q: What if the student refuses to leave class?**

A: If you feel unsafe in your classroom for any reason, including the refusal of a student to wear a mask, then you have the contractual right to cancel class and leave per [Article 12, Section G](#). After dismissing class, you must report the incident in writing to your immediate supervisor (within 24 hours). I also recommend that you inform your college president, VPI and cc PFT.

**Q: What if my student informs me they have COVID?**

A: They cannot attend class and should report their status to the Director of Health Services, Mia Kelly at [mkelly@peralta.edu](mailto:mkelly@peralta.edu).

**Q: Who will be monitoring student health?**

A: District HR will be monitoring Campus Shield and will inform you if a student must be absent.

**Q: What happens if I have problems with Campus Shield?**

A: Email [hr@peralta.edu](mailto:hr@peralta.edu) with details of the problem.

**Q: Who will ensure that all students are vaccinated?**

A: District HR will be confirming the vaccination status of all students enrolled in your class(es). If a student is enrolled and has been cleared, you can be assured of their vaccination status. In the case of exemptions, you will be assured that regular (weekly) testing is occurring. You will see this on your roster with a “cleared” note. PFT is currently working with HR to ensure that non-instructional faculty have access to the data in PeopleSoft as well.

**Q: How will vaccination status be conveyed?**

A: Instructional faculty will see if students are in compliance or not on their class rosters. Screeners will have lists of students who are cleared.

**Q: If a student has an exemption and then tests positive for COVID, how will faculty be informed?**

A: Faculty will be informed of any positive test and will not be responsible for monitoring students after the initial enrollment. A positive test result will also be indicated on the class roster.

**Q: Can I ask for verification of COVID if a student is absent?**

A: You cannot ask for the diagnosis that led to an absence but you can ask for a doctor's note to verify a medical justification.

**Q: What if I am concerned about air flow and/or ventilation?**

A: If you are sure that there is a safety issue then you can cancel class per [Article 12, Section G](#). After dismissing class, you must report the unsafe conditions in writing to your immediate supervisor (within 24 hours). Please also inform your PFT representative.

**Q: Where can I find information about the airflow in my classroom/office?**

A: All testing results will be available as a PDF on the Safe Peralta [website](#).

**Q: What about air purifiers for my office/classroom?**

A: These are not contractually mandated. Please request air purifiers from your supervisor who has the authority to provide them.

**Q: What about K95 masks for faculty who want them?**

A: All in-person faculty will be provided KN95 masks upon request. One mask per week will be provided to each faculty member.

**Q: Can I get reimbursed for PPE that I purchased myself?**

A: The District has purchased and will provide all PPE. If you wish to purchase additional equipment, the cost will be yours.

**Q: Can we prioritize scheduling in classrooms with ventilation?**

A: The Administration has assured us that all spaces where faculty will work in-person will be tested to ensure adequate ventilation.

**Q: What about dual enrollment classes?**

A: Students in dual enrollment classes are enrolled in Peralta classes and instructors are Peralta employees. As such, all policies and procedures that apply at the four colleges also apply to dual enrollment sections.

**Q: What are the standards that the District must maintain and that the union can enforce?**

A: CalOSHA has standards that the District is required to uphold. These standards can be found online [here](#).

**Q: What about cleaning?**

A: CalOSHA standards indicate that cleaning and disinfecting procedures will be implemented and protocols will be shared with employees.

**Q: What if there's a COVID-19 "outbreak" in my class?**

A: We are currently negotiating this with the District. PFT is recommending that an "outbreak" will be 3 or more confirmed cases within one week. Instructors will convert face-to-face courses online for at least two weeks and will have the option of returning after that period.

**Q: Oakland Unified has a Covid [Dashboard](#). Will Peralta have something similar?**

A: The District has indicated that it does not have the resources to put something like this together prior to the Spring 2022 term.

**Q: What about social distancing requirements?**

A: Social distancing is no longer required for vaccinated, masked individuals.

**Q. How will religious/medical exemptions work for faculty? Who will be in charge of adjudicating issues with faculty regarding religious/medical exemptions?**

A: All exemption requests (student/staff/faculty) are sent to [HR@peralta.edu](mailto:HR@peralta.edu) and go to Immaculate Adasida and Ron McKinley. The District legal team reviews requests to determine eligibility. Exemptions are rare and fully documented and reviewed. These requests are extra-contractual and not mediated by PFT.

**Q: What happens if a faculty member refuses to be vaccinated and does not get an exemption?**

A: The faculty will be disciplined and could be terminated. Details have not yet been negotiated.

**Q: What about COVID sick leave?**

A: PCCD is making available 56 hours of supplemental sick leave for employees who are working on campus. Employees are eligible if they were advised by a health care provider to quarantine, experience COVID symptoms and seek medical diagnosis, or care for an individual who was quarantined due to COVID. You need to fill out a special form for this supplemental leave; it's available from the District [here](#).

**Q: What is the infrastructure that will be present when faculty return?**

A: Campus administration will be on-campus unless they have an accommodation to remain remote.

**Q: If a faculty member doesn't want to return to campus, can they request to remain remote?**

A: Faculty can request whatever schedule they want from their dean. The dean, however, retains the right of assignment and can force anyone to return unless they have a reasonable accommodation that mandates a remote assignment.

**Q: What type of leave is available to faculty who are concerned about COVID exposure?**

A: All faculty have up to 7 days of sick leave for use for personal reasons (as described in Article 26, Section G of our [contract](#)) per year. Reasons include illness of a family member, personal matters, personal emergencies and do not have to be verified for up to 5 days.

**Q: How do I report the use of sick leave to the college?**

A: Any faculty member utilizing sick leave must inform their immediate supervisor prior to their scheduled assignment in order to qualify for payment of accrued sick leave. They will also have to fill out a Leave of Absence (LAR) form, available [here](#), and turn it in before the end of the month. Dean offices can support the filling out of LAR forms if there are questions.

**Q: Will I be required to makeup work that I miss due to sick leave?**

A: If you report yourself absent and utilize sick leave for that absence then you are not required to make up the work. You should request a substitute be hired by the administration when you call in to report an absence. Your pay will be from sick leave and not work that you are obligated to complete.

**Q: How do faculty set up their CampusShield?**

A: There is a guide published by the District available [here](#).

This FAQ document was updated on 1/23/2022. If you have additional questions that need to be addressed, please send them to Jennifer Shanoski at [shanoski@gmail.com](mailto:shanoski@gmail.com).