



Return to Campus Update

August 2, 2021

Dear Colleagues,

The upcoming fall semester promises to be one of the most exciting and also challenging times for our District. It is exciting because after more than a year of having our campuses mostly closed, we are now welcoming students back and offering more in-person classes and services. It is also challenging because our enrollment has declined dramatically, largely due to the pandemic. Compared to the same time last fall, enrollment is currently down almost 17%. Compared to 2019, fall enrollment is down 27%, and by 35% compared to fall 2018. We cannot overstate the importance of our enrollment since it provides revenue to fund our instructional programs and supports our students and employees.

As we have been preparing to transition back to campus, we have reached out to students to learn more about their preferences for in-person and remote classes and services this fall. We have also met with student leaders and have received calls and emails from students and parents. One theme that has emerged is that the majority of our students want some or all of their classes and services in-person this fall ([report to the Board](#)). The Board and District leadership strongly believe that, after 16 months of campus closures, it is time for our employees to return to the campuses so we can be ready to provide the services, engagement, and care that our students need and expect.

We have been preparing for months for the safe return of students and employees to our campuses and planning every detail of our return, often having to change directions mid-way through our planning due to rapidly changing conditions and uncertainty. Through the work of the Rapid Response and Repopulation teams, and in consultation with our labor and constituent leaders, we have conducted surveys of our [employees](#) and students; closely followed the guidance of the California Community College Chancellor's Office, and the legal community; and considered the recommendations of the Centers for Disease Control and Cal/OSHA to plan for the return to on-campus operations.

After carefully considering the totality of information, the feedback from students and employees via surveys and meetings, and input from labor and constituent leaders we will continue to gradually transition employees back to campus over the next two months while supporting the operational needs of the District, leading up to a full return to pre-pandemic operations on January 4, 2022.

Return to On-Campus Schedule

The transition of employees back to campus has been ongoing throughout the pandemic. We have had several essential employees who have already returned to work on campus to support the business and safety needs of the colleges and District. Additional employees began to transition back to campus last month to support the return of students this fall, and the transition will continue throughout the months ahead.

Beginning **August 16**, all employees may be directed to work on campus a minimum of two days a week up to their normally scheduled workday hours.

Beginning **September 20**, all employees may be directed to work on campus a minimum of three days a week up to their normally scheduled workday hours.

An employee's individual schedule will be determined based on student, operational, and supervisory/managerial needs. Therefore, many employees will be expected to work more than the minimum days noted above.

Employees who would like to seek an accommodation for returning, including exemptions for medical reasons, may notify Cheryl Detwiler at Cheryl.detwiler@gcccd.edu or (619) 644-7571 in the Human Resources Department to engage in the interactive process to explore reasonable accommodations and/or leave options available. Additional information on the Human Resources interactive process for accommodations may be found on the GCCCD website at: <https://www.gcccd.edu/health-and-safety/ada-information.html>.

Employees who believe they have an extenuating circumstance outside of an accommodation may seek an exception from returning to campus by submitting the Remote Work Schedule Request form and submitting it to their manager for consideration. The fillable forms can be found on the District Forms Depot website under "*Remote Work Schedule Request*" by bargaining group.

COVID Testing/Vaccinations

Employees

All employees who are on campus and are not vaccinated will be required to have a COVID test every 7 days beginning **August 16**. Employees may submit proof of vaccination against COVID-19 to be exempted from the weekly testing requirement. Click [here](#) for directions on submitting the vaccination proof in Workday. Additional information on the logistics for free on-campus testing will be forthcoming.

Employees will also be expected to continue to review the [Daily Checklist](#) before reporting to work each day. An employee who exhibits any of the symptoms will need to contact their supervisor and Cheryl Detwiler (Cheryl.detwiler@gcccd.edu) in Human Resources and not report to work that day.

Students

The District is requiring all students who are taking on-campus courses or coming on campus with appointments for services this fall to be vaccinated. Students may petition for an exception for medical or religious reasons only. Students who qualify for an exemption will be required to be tested weekly. Students who are not vaccinated or do not wish to be vaccinated are required to take online classes. The colleges are reaching out to students enrolled in on-campus classes who are not vaccinated to assist with finding an online alternative. ([Cuyamaca Student FAQs](#)); ([Grossmont Student FAQs](#))

Safety Protocols

With the alarming rise in the Delta variant, all those on campus will be expected to wear a face covering indoors, unless working alone in an office. When outside, a face covering will be required unless a social distance of six feet can be maintained at all times whether vaccinated or not.

Students who refuse to wear a face covering will be removed from the campus for not following the direction of a staff member, and the incident will be reported to Student Affairs. A student who refuses to wear a face covering in class should be asked to leave the class, and if the student still refuses to comply, faculty should follow the current protocols in place for disruptive students in the classroom.

Face covering means a surgical mask, a medical procedure mask, a respirator (N-95), or a tightly woven fabric or non-woven material of at least two layers. A face covering has no visible holes or opening and must cover the nose and mouth. A face covering does not include a scarf, ski mask, balaclava, bandana, turtleneck, collar or single layer fabric.

Physical distancing shall continue to be required at all District facilities regardless of vaccination status.

Contact Tracing and Notification

We are continuing to closely monitor any cases of COVID-19 on the campuses and will notify those affected and the District community. The District has established contact tracing protocols and cleaning and disinfecting protocols for affected areas for all COVID-19 exposures. Employees who are exhibiting COVID-19 symptoms will need to immediately contact their supervisor and Cheryl Detwiler in Human Resources at (619) 644-7571 or Cheryl.detwiler@gcccd.edu.

Thank you for your dedication to our students as we begin the journey of reopening our campuses and continuing to provide the high-quality education that our students deserve.

Sincerely,

Lynn Ceresino Neault, Ed.D.
Chancellor, Grossmont-Cuyamaca Community College District

Julianna Barnes, Ed.D.
President, Cuyamaca College

Denise Whisenhunt, J.D.
President, Grossmont College