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October 16, 2020

**Policy Update:
Face Covering Expectations for All Employees**

The California Department of Public Health issued a mandate that residents wear a face covering when in high-risk situations including the workplace. MVUSD employees are expected to follow this statewide mandate when reporting to work.

All District employees shall be required to wear a face covering while working. Since people may spread the virus before symptoms start, or even without any symptoms, wearing a face covering protects others around you by limiting the spread of respiratory droplets.

All District employees shall be required to wear a face covering while working or attending a school/District function while on a school campus or the District's grounds. All face coverings must cover the nose and mouth of the employee. Employees shall always wear face coverings except for the following:

- Employees may remove their face coverings for eating and drinking while social distancing of 6 feet or more.
- Employees may remove face coverings when alone or driving a District vehicle and there is no opportunity to violate physical distancing expectations overtly or inadvertently.
- Employees may remove face coverings when six-foot distance is not achievable, but a mask is inhibitory to safely and effectively perform an employee's job duty (ex. performance of CPR).
- Employees may remove face coverings when participating in athletic activities where a six-foot distance is not achievable, but a mask is inhibitory to the activity or exercise.
- Employees may be exempt from this Policy by the School Principal or the Superintendent due to a documented medical condition. Facial coverings are not required for individuals with medical conditions precluding their use. Only a medical practitioner may sign a medical exemption for a facial covering and the exemption must be on file with Human Resources.

Employees who refuse to wear a mask or face covering at school or at a school function under this policy shall be subject to discipline consistent with District Policy.

Please visit the CDPH for more information regarding face coverings.