



HARFORD
COMMUNITY COLLEGE



REPORT AND RECOMMENDATIONS FOR REOPENING CAMPUS

Created by the Taskforce for Reopening Campus

ADDENDUM: June 2, 2021

ADDENDUM: Report and Recommendations for Reopening Campus 2.0

Subsequent to the issuance of the Report and Recommendations for Reopening Campus 2.0, the pandemic landscape in the country and Harford County has changed for the better. As of the issuance of this Addendum, the Harford County COVID positivity rate and the Seven-Day Moving Average Case Rate per 100K have steadily declined and forty-five percent (45%) of Harford County residents are fully vaccinated. Per the CDC, people are considered fully vaccinated:

- Two weeks after their second dose in a two-dose series, such as the Pfizer or Moderna vaccines, or
- Two weeks after a single-dose vaccine, such as Johnson & Johnson's Janssen vaccine.

The CDC and the State of Maryland have lifted many restrictions. Specifically, the CDC has indicated that fully vaccinated individuals no longer need to wear masks or socially distance themselves in many public spaces. The State has followed CDC guidance and also lifted capacity mandates for many indoor and outdoor venues. Notably, there are still mask and social distance requirements for all individuals, vaccinated or unvaccinated, in certain circumstances such as public transportation, health care, and K-12 education settings.

Amid this changing environment, the Taskforce for Reopening reconvened. It also conducted an employee survey to measure sentiment regarding mask-wearing and social distancing. The results revealed that an almost equal number of employees feel uncomfortable in an indoor environment where fully vaccinated individuals no longer need to wear a mask or socially distance. More employees were comfortable for fully vaccinated individuals to not wear masks outdoors. Overall, there is still substantial apprehension among employees in returning to work without masking, social distancing, and other safety protocols in place.

While COVID community spread and vaccine statistics are promising, there is insufficient data for the Taskforce to determine if or how the reduction in mask-wearing and social distancing will impact community spread.

It is a priority for the College to expand the reopening of campus as much as is safely possible. Bringing more people to campus safely requires balancing numerous factors, including social distancing, masking, engineering upgrades, and sanitization. Therefore, the following updated reopening timeline is recommended so long as the COVID community spread metrics continue at the same or lower levels:

June 1, 2021

- On-campus staffing will remain at 20-30% levels.
- Fully vaccinated individuals are no longer required to wear masks outdoors. Unvaccinated individuals and those who are only partially vaccinated should still wear masks at all campus locations, both indoors and outdoors. All people, vaccinated or unvaccinated, should wear masks when indoors unless they are alone in their office.
- Social distancing should continue.
- Online and face-to-face screenings are no longer required.
- Organizations renting HCC facilities may follow the federal, state, and county mask and social distancing guidelines.

July 1, 2021

- On-campus staffing will increase to 50-60%.
- Social distancing should continue.
- Fully vaccinated individuals are not required to wear masks outdoors. Unvaccinated individuals and those who are only partially vaccinated should still wear masks at all campus locations, both indoors and outdoors. All people, vaccinated or unvaccinated, should wear masks when indoors unless they are alone in their office.

August 16, 2021

- On-campus staffing will increase to 100%.
- Social distancing will reduce from 6 feet to 3 feet across campus. Class enrollment caps may be adjusted accordingly.
- Fully vaccinated individuals are not required to wear masks outdoors. Unvaccinated individuals and those who are only partially vaccinated should still

wear masks at all campus locations, both indoors and outdoors. All people, vaccinated or unvaccinated, should wear masks when indoors unless they are alone in their office.

Mid-Fall 2021

- Masking and social distancing requirements will be reevaluated.

GOAL

To support students and meet the College's mission and, provided the triggers discussed above allow the College to be in Stage 2B or better, the goal is to increase staffing schedules to allow for 50-60% of departmental services and/or activities to occur on campus.

STAFFING PLAN TIMELINE FOR SUMMER 2021

DEADLINE	ACTION
No later than June 11, 2021	Draft staffing schedules submitted to Cabinet-level supervisor.
No later than June 18, 2021	Cabinet-level supervisor provides feedback on staffing schedules.
June 21-25, 2021	Direct supervisor revises staffing schedules in accordance with Cabinet-level supervisor feedback.
June 28, 2021	Cabinet-level supervisor approves staffing schedules and direct supervisor disseminates approved staffing schedules to his/her staff with a copy to Human Resources.
July 1, 2021	Additional employees return to work on campus per relevant staffing schedules. 50-60% of employees will be on campus at any given time.

GOAL

To support students and meet the College's mission and, provided the triggers discussed above allow the College to be in Stage 2B or better, the goal is that staffing schedules will allow for 100% of departmental services/activities to occur on campus.

STAFFING PLAN TIMELINE FOR FALL 2021

DEADLINE	ACTION
No later than July 2, 2021	Draft staffing schedules submitted to Cabinet-level supervisor.
No later than July 9, 2021	Cabinet-level supervisor provides feedback on staffing plans.
July 12-16, 2021	Direct supervisor revises staffing schedules in accordance with Cabinet-level supervisor feedback.
No later than July 19, 2021	Cabinet-level supervisor approves staffing schedules and direct supervisor disseminates approved staffing schedules to his/her staff with a copy to Human Resources.
August 16, 2021	On-campus staffing levels increase to 100%.