

Bargaining Update #5

August 17, 2021

On August 13, 2021, the Bargaining Team: John Cox, Lourdes Renteria, and Dalisay Quitlen along with Chad Cooper (CTA), Kimberly Edmonds, and Cesar Gamez met with the District Bargaining Team to discuss the impacts and effects of mandated California Department of Public Health Guidance for Vaccine Records Guidelines and Standards; class coverage; Independent Study/SpEd; and COVID-19 Information.

State Order Implementation / School Safety

- CDPH Health Guidance for vaccine records guidelines and standards effective October 2021
 - Vaccinated staff will need to submit proof of vaccination (ie. photo of a vaccination record card) beginning September 1, 2021
 - Unvaccinated staff will be required to test (antigen “rapid testing” or molecular “PCR”) on a weekly basis starting October 4, 2021 (return from Fall Break).
- Unit members will be required to show a receipt of a COVID test before returning to work from each break (Fall Break, Thanksgiving Break, Winter Break and Spring Break) .
- Testing Availability
 - District is working on having testing available at each site on a weekly basis with PCR testing.
 - Pool COVID and individual testing options will be available.
 - Unit members can choose to use an outside agency for testing; results will need to be submitted to Human Resources (HR) the site nurse or site administrator.
 - Unit members results will automatically be shared with HR when testing at a district site
 - Unit members who fail to submit proof of vaccination or not completing weekly testing, will be required to utilize their paid leave until they submit the COVID test result and may be subject to discipline for more than two instances of failure to test in a semester.
- Student Requirement
 - Students participating in extracurricular activities (athletics and/or VAPA) will be required to be COVID tested weekly
 - District is awaiting guidance for music performances and theater productions from the State.

Ongoing COVID Impacts

- Class Coverage - Lack of substitute teachers and unfilled teaching positions at the site have resulted in an excess of requests for class coverage
 - Effective Monday, August 16, 2021, the first three (equivalent of 3 hours) class coverages will be at the rate of \$58/hr. Class coverage rate beyond the third hour/assignment (4+) will be increased to \$75/hr until the end of first semester (December 17, 2021).
- Contact Tracing - Unit members can volunteer to assist the site administrative team and nurse in contact tracing on campus by working during their prep period or after school at the after school activities extra duty rate.
- Vaccines - Unit members are encouraged to get vaccinated. A unit member who receives the vaccine will be allowed to schedule two (2) “work from home days” immediately following the date of their second vaccination if they experience effects of the vaccine.

- COVID Testing for Returning to Work- Unit members must test prior to returning to work after school breaks.
 - Unit members can test on day we report to duty (for example Monday, October 5, 2021)
 - Unit members that test prior to returning to duty (up to 72 hours) - may submit up to 2 hours of after school activities extra duty pay along with test results
- Unit Members Testing Positive or a Close Contact for Exposure
 - Unit members shall comply with all COVID protocols required by the County Health Orders regarding isolation and quarantine provisions; can utilize COVID leave until September 30, 2021
 - Unit members sent home as a close contact, due to exposure at work by a student or an employee who has tested positive for COVID, shall not be required to utilize their own leave banks during quarantine.
 - Unit members that are required to quarantine may contact their site principal and by mutual agreement they may work remotely without having to use their personal leave or COVID leave.

Independent Study (IS) / Special Education - [IS for SpEd for AB130](#)

- Due to low numbers of students with IEPs in IS, the District is excessing two (2) SpEd teachers from IS and placing them at comprehensive sites.
- Students with disabilities whose parents are **not** sending students to school will be offered direct instruction via distance learning to receive services.
 - Moderate and Moderate/Severe - interested site teachers willing to provide one hour per week of virtual direct instruction per student will be paid a 1/6 for up to four (4) students.
 - Home Hospital teachers can earn a 1/6 to provide one hour per week of virtual direct instruction per student for up to four (4) students
 - Mild/Moderate - students will be enrolled in Alternative Education and receive one hour per week of virtual direct instruction from an Independent Study SpEd teacher.

COVID-19 Information

- An update on the decision tree for student quarantines was sent to all employees August 13.
- District is hiring clerical staff and sending to sites experiencing a spike in COVID cases to assist nurses
- Qualifying Reasons for using Covid Leave under FFCRA: an employee qualifies for up to ten (10) days of paid sick time if the employee is unable to work (or unable to telework) due to a need for leave because the employee:
 1. is subject to a Federal, State, or local quarantine or isolation order related to COVID-19;
 2. has been advised by a health care provider to self-quarantine related to COVID-19;
 3. is experiencing COVID-19 symptoms and is seeking a medical diagnosis;
 4. is caring for an individual subject to reason (1) or self-quarantine as described in reason (2);
 5. is caring for a child whose school or place of care is closed for reasons related to COVID-19; or
 6. is experiencing any other substantially-similar condition specified by the Secretary of Health and

Next bargaining date: TBD

Respectfully submitted,
Bargaining Team