



West Sacramento Teachers Association

February 19, 2021



Our bargaining team would like to clarify our proceedings with negotiations with the district regarding MOUs and COVID. We came to the bargaining table last summer with a full MOU, including virtual learning, hybrid models, and full in person learning at the beginning of COVID negotiations for the 2020/2021 school year. Our intention was to create a complete return-to-school MOU that would address all current and future situations. **The timeline is outlined on page 2.**

In an effort to expedite the process, our bargaining team attempted to chunk the MOU into sections in an effort to agree on separate pieces as the MOU was built, however this was refused, with the District requiring a complete MOU from WSTA, which delayed negotiations.

When small cohort return looked like a possibility in October, the district only wanted to discuss language regarding the return of SDC, TAL, and Opportunity, which we complied with. The district was not interested in meeting to discuss any other hybrid language until this coming week. WSTA has been proactive in presenting numerous dates to the district to begin work on this MOU. The **FIRST** meeting is this Monday, February 22nd. At this point there has been no proposal presented by the district, let alone agreed upon language regarding a comprehensive hybrid model or a date for a preschool-3rd grade phase to begin. Our bargaining team is working on a hybrid proposal, but have not been provided with the requested information from WUSD needed to complete the language.

Throughout these many months, WSTA has addressed each bargaining topic with a written proposal that the district has responded to. The district has never initiated an original written proposal.

Timeline:

- **July 10, 2020**
 - WSTA presented a comprehensive proposal for virtual, hybrid, and fully in-person models
 - WUSD refused to negotiate anything other than a virtual model
- **October 27, 2020**
 - WSTA presented a full proposal for a hybrid model that included preschool -12 and was not limited to the SDC/Opportunity/TAL programs
 - WUSD refused to negotiate the terms that fell outside of the SDC/Opportunity/TAL programs
- **December 14, 2020** (not a bargaining session)
 - WUSD & WSTA met to check-in
 - WUSD indicated they would propose WUSD/WSTA dates for January, which we did not receive until January 15th for a meeting date of January 26th
- **January 26, 2021** (not a bargaining session)
 - WUSD reviewed PPE, parent survey responses from the November survey recommendations for a moving-forward approach, and guiding questions reviewing what the district had accomplished up until this point. No timeline or dates were provided by WUSD
 - WSTA requested copies of WUSD draft hybrid schedules but WUSD was not prepared to share this information
- **February 4, 2021** (per WSTA request, not a bargaining session)
 - WUSD presented the draft hybrid schedule for grades 1 - 3
 - WSTA came back with questions, concerns, and suggestions
- **February 8, 2021**
 - WSTA verbally submitted a formal information request
- **February 9, 2021**
 - WUSD proposed 3 dates, including February 22 to begin negotiations
 - WSTA responded with a request and proposal for more dates planned out in order to better accommodate the needs for bargaining
- **February 12, 2021**
 - Follow up email reiterating the request from February 8 and asked for additional information
- **February 17, 2021**
 - WSTA sent a reminder email due to WUSD's non-response
- **February 17 & 18, 2021**
 - WUSD responded to formal request with limited information
- **February 19, 2021**
 - **After 5 pm:** WUSD finally shared their draft schedule proposal for preschool-12th grade
- **February 22, 2021**
 - Our **first** session to address a comprehensive hybrid model

WSTA Bargaining Team

Annie Chism - RB • Gwen Branin - RB • Tessa Heavlin-Martinez - SP • Brittany Hori - WMO
Jennifer Schumacher - RCHS • Alan Frantz - RCHS • Kei Swensen - CTA primary contact staff