



# West Sacramento Teachers Association

March 27, 2020

WSTA and WUSD have met again, throughout this week in order to address school closures as a result of the COVID-19 pandemic. We have reached a tentative agreement on its terms.

Before the official MOU comes out for ratification vote we would like to share the provisions within it:

- Association unit members will not suffer any loss of pay or benefits due to COVID-19.
  - If an Association member is taken ill with the symptoms of COVID-19, and unable to work as a result, they will not be charged leave of any kind for the first two weeks (10 workdays). Should an employee exhaust all accrued regular sick leave beyond the first two weeks of COVID-19 sick leave, a doctor's note would not be required to access extended sick leave (e.g. differential leave).
  - The Association members may use any additional paid leave provided by Federal or State government, during the pendency of the declared COVID-19 national and state emergency
- Currently, the closure is scheduled through April 3, 2020, but this may be extended. Our academic calendar remains unchanged, including the dates for Spring Break (April 6th through April 13th).
- Adjunct duties will not be required to be made up.
- An emergency joint task force will be created to research and discuss a framework for a distance learning program that serves the needs of the students of WUSD. The beginning stages of distance learning will begin on April 14th.
- All sites will be cleaned and maintained according to CDC and Cal-OSHA guidelines and staff will be provided with hand soap and hand sanitizer necessary to maintain a healthy and safe working environment.
- Upon the reopening of school sites, all staff will be provided with at least two days of preparation time, including at least one duty-free day.

- There is a provision that ensures unit members can finalize incomplete evaluations. Unit members who have completed at least one observation and were not informed of an overall Needs Improvement by the 100th day of instruction shall be offered the opportunity to meet remotely to sign off on their final paperwork. Evaluations will not be based on work during the Covid-19 pandemic.
- In order to protect members' private email, phone number, and social media sites, members are only expected to communicate through district-provided email or Google platforms.
- All parties will support the efforts to maintain funding. If the state requires any make-up days, which is not required at this time, WUSD and WSTA will negotiate the effects and impact.
- WSTA reserves the right to meet and negotiate as things change.
- This agreement will expire on June 30, 2020, and does not establish a past practice or precedent.

If you have questions or concerns about the COVID-19 virus and how it affects us during school closures or you would like to give input about the positions presented above, please contact WSTA at [wsta.covid19@gmail.com](mailto:wsta.covid19@gmail.com) and find answers to frequently asked questions on our union website [www.wsteachers.org](http://www.wsteachers.org).

Be well and know we are here for all of you.

### **WSTA Bargaining Team**

Monica Reeves - Stonegate grade 3

Gwen Branin - Riverbank grade 3

Tessa Heavlin-Martinez - Bridgeway 7th grade science and art

Annie Chism - Riverbank math 8

Jennifer Schumacher - RCHS art

Alan Frantz - RCHS math

Kei Swensen - CTA primary contact staff