



West Sacramento Teachers Association

August 5, 2020



WE HAVE A DEAL! WSTA and WUSD met this week to continue our negotiations for the 2020-2021 school year MOU. We appreciate the hard work and dedication of WUSD's bargaining team. The productive collaboration between our teams helped us reach this deal. Please see the previous update from July 29th regarding agreements on Virtual Learning and Days & Hours. (This information can be found on the [WSTA website](#).) The most recent sections include the following highlights:

Substitute Coverage

- If a virtual class has no substitute when needed, bargaining unit members can volunteer to cover if not assigned to teach at that time and will be paid the same rate as blue slipping or given the choice of time in lieu of pay
- If no certificated bargaining unit member is available, the class may be instructed by an administrator, classified will not substitute, but can assist students with work

Face Coverings and Hand Washing

- District will provide face coverings for staff and students, or individuals may bring their own
- Sites will notify members by 5 pm if no face coverings can be provided the following day
- Face coverings are required on all sites unless you are alone in your workspace
- Contact HR if you are exempt from face coverings for medical reasons
- If working with a student exempt from face coverings bargaining members will be provided with an N95 mask
- N95 masks will be provided for bargaining unit members caring for individuals at the site with COVID symptoms
- All individuals are required to wash hands or use CDPH (CA Department of Public Health) approved hand sanitizer upon entry
- All workspaces will have CDPH approved hand sanitizer
- Every room with a sink will be stocked with soap, paper towels, and CDPH approved hand sanitizer
- Non classroom workspaces and common spaces will have CDPH approved sanitizer
- Sanitizer stations at points of ingress and egress
- Sanitizer levels will be checked and restocked immediately

COVID 19 worksite exposure

- No reporting to sites when sick, but may continue remote work if feasible
- If an individual tests positive, all affected persons will be notified and will quarantine for 14 days
- Closures or partial closures of the site or district may occur in compliance with guidance from CDPH and will be communicated by email district wide
- The district in conjunction with Yolo County Health and Human Services will give quarantine individuals information on how to properly quarantine
- Following suspected cases, all workspaces will be cleaned and disinfected before returning to these spaces

Trainings

- Health and safety practices and protocols before school begins
- Cleaning and disinfecting protocols
- Physical distancing and face covering requirements
- Health screening protocols and procedures
- Protocols for responding to individuals with potential COVID cases at worksites including contact tracing
- Software to support teaching in the virtual setting
- 72 hour notice before additional trainings and compensated at OHA rate

Evaluations

- Will not start until October 1st
- Will not be using new evaluation form at this time

Leaves

- If you are quarantined due to a work-related exposure, you will receive full pay and benefits while working remotely
- If you become sick with COVID due to work-related exposure, you will submit a Worker's Compensation claim
- FFCRA benefits from the CARES Act for COVID related leaves are also included, the district will pay a bargaining member's full salary regardless of the monetary limits in the leave

Transfers

- If virtual assignments are given during a hybrid or in-person model people at high risk for infection or illness associated with COVID 19 or have family members at risk will be given priority when filling these positions
- Remaining positions will be prioritized according to the factors in the current CBA Article 5
- All assignments and transfers related to COVID 19 expire on July 31, 2021

Grievance

- Expedited 2 day written acknowledgment and next steps related to health and safety issues as listed in this MOU

Accommodations

- For American's with Disabilities Act (ADA) accommodations reach out to HR
- The District will protect and support high-risk employees
- If reasonable accommodations are not practicable, the district will work with the employee to develop a flexible plan to avoid exhausting the employee's leave

Keep an eye on your email inbox for the full MOU in its entirety and a ratification vote.

Thank you, members, for your input and support. If you have feedback, questions, or concerns on this MOU please contact WSTA at wsta.covid19@gmail.com.

Although this is a great accomplishment, we will continue to meet and negotiate the effects and impacts of the blended and traditional models. We will keep you updated.

WSTA Bargaining Team

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Jennifer Schumacher - RCHS • Alan Frantz - RCHS • Kei Swensen - CTA primary contact staff