



West Sacramento Teachers Association



March 10, 2021

We have a tentative agreement. Our bargaining team met on Tuesday, March 9th and Wednesday, March 10th. We have been strongly committed to getting the most protections for members possible in this addendum to our Return to School August 5, 2020 MOU.

We discussed schedules for the hybrid models; here are some highlights to the latest addendum:

- For those who are not fully vaccinated yet, 2 days release time for COVID vaccines and recovery time for side effects
- Stipend of \$1,000 for all members in recognition of the considerable amount of extra time we have all devoted this year
- Members will have the option to work remotely when not providing in-person instructional minutes
- Only Department/Grade Level PLC meetings on the first Wednesday of each month: April 7, May 5, and June 2. All other Wednesday PLC time will be preparation time.
- Face coverings will be required for all students in grades preschool-12th.
- Access to an N95 mask for staff in case of emergency
- A Return to in Person Learning COVID 19 Behavior Expectations for students will be provided
- Can request plexiglass barriers for workspace, wireless headphones, microphones, and webcams for hybrid instruction
- Workspaces will not be set up by bargaining unit members and floors will be marked with appropriate social distancing of 6 feet prior to the return of students
- District Staff will contact families of students out sick to determine if they are well enough to return
- Bargaining unit members do not have to accept combining classes when no sub is available
- One hour site orientation meeting and one hour COVID Safety Training Protocols during the transition week, the remaining time is for preparation
- Class sizes encompass the total students in any in-person and virtual group. Per Article 16 in the CBA, teachers do not have to agree to the overages
- Access to free asymptomatic COVID-19 testing
- A supply of additional masks for students
- Signage posting each classroom's COVID capacity.

Our bargaining team worked to get more prep time for all unit members. At this latest session we were able to add 15 minutes to the elementary schedule between am/pm sessions, but it was made clear by the district that they would not compromise on any other schedules. We will need members to vote to ratify this agreement so please check your email for further instructions. All members are encouraged to bookmark, printout, or otherwise save a copy of the MOUs for easy access as we move into the hybrid model. Our bargaining team has negotiated an expedited grievance process in order to better accommodate needed changes for COVID safety.

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