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## A RBTA NEGOTIATIONS BULLETIN TO TEACHERS

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January 5, 2021

### RBTA-RBUSD NEGOTIATIONS UPDATE

Happy New Year to all RBTA members. We hope this update finds you well. Your bargaining team met with the District on December 11 and January 5 to update the language of the Reopening MOU. The following is a summary of language that has been added to the agreement. The full text will be available on the RBTA website.

- Unit members who have returned to campus for the in-person Hybrid Model, who are directed to take a COVID-19 test and quarantine can teach/work from home and be entitled to paid work days, not to exceed a total of three (3) days, in lieu of taking sick leave. If medically necessary and with approval from the site supervisor, the three (3) day paid leave may be extended. If students are still attending school in person, a substitute teacher will be assigned to assist in the classroom.
- Unit members who have returned to campus for the in-person Hybrid Model that receive a red screen, resulting in the inability to teach/work on campus, and need to take a COVID-19 test and quarantine due to an exposure unrelated to work may teach from home in lieu of taking accrued ILL leave for no more than two (2) consecutive days total. A substitute will be assigned to the classroom.
- Upon receipt of documentation verifying a COVID-test was taken by the employee, the quarantine days shall be documented as a paid leave.
- As of January 19, 2021, each full time (100%) FTE counselor (elementary and secondary) will work 1 scheduled day per week from a school site to support students in person. Counselors whose contract is less than 100% (part-time) will work a likewise proportion of the full FTE contract day. The counselor may split these hours over multiple days and/or at multiple sites. Site administrators and counselors will work together to create a schedule for each site.
- Before returning to in person work, the district will ensure that each counselor has access to an office or designated work site that allows for adequate ventilation, 6 feet of physical distance between counselor and student, and maintains confidentiality.
- Upon the return of 3<sup>rd</sup> graders, all elementary counselors will return to a school site three (3) days per week; the return of 4<sup>th</sup> grade will increase the on-site return to four (4) days per week; with the return of 5<sup>th</sup> grade elementary counselors will resume their pre-COVID schedules.
- Group sessions and classroom counseling sessions will continue to occur virtually. Counselors will not be required to enter classrooms to work with students. Appointments for in-person counseling must be made 24 hours in advance.
- Once secondary schools reach 20% capacity for instruction or in-person services, all secondary counselors will resume their regular pre-COVID schedules.

As the return to in-person instruction proceeds, your bargaining team will continue to meet with the district to negotiate language when necessary.

In solidarity,

RBTA Bargaining Team

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