

FROM ^T_H^E TABLE

A NEGOTIATIONS BULLETIN TO TEACHERS

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CVSTA BARGAINS DISTANCE LEARNING PROVISIONS

Your CVSTA Bargaining Team has been negotiating the impacts of the school dismissals and closures related to the COVID-19 (coronavirus) pandemic since March 13, 2020. Meeting over Webex, the District and CVSTA's negotiators have been hammering out an agreement outlining your rights and responsibilities while educating students during this unprecedented global pandemic.

Not in dispute: The continuation of your pay and benefits while working remotely. The need to close schools for the health and safety of students and staff. Evaluations will at least be paused—other details are yet to be determined.

The Union

- The Union seeks to protect members' privacy. CVSTA has made proposals to protect phone numbers when communicating with personal equipment. We are also proposing options for members who do not opt to use their own image or voice over video meeting platforms (e.g. ZOOM, Webex, etc.).
- CVSTA is seeking boundaries for responding to students and parents while maintaining the students' access to educators on a regular basis.
- For those bargaining unit members who use video/audio in their lessons, CVSTA proposes the District agree not to permit unauthorized recordings of educators.
- We have proposed additional training for educators who use video to present lessons remotely. No teacher should be disciplined or evaluated on lessons related to distance learning.
- When it is safe to return, all worksites will be properly sanitized and the proper supplies will be available for washing and sanitizing hands, classrooms and workspaces.
- This is a very fluid situation and the Union has reserved the right to return to negotiate future impacts related to distance learning.

The District

- While we are in agreement on many matters, the District wants the right to recall educators to work at its discretion—even without students being brought back to school.
- The District wants educators to check email hourly and respond within two hours.
- The District is willing to hold educators harmless for students' inappropriate online conduct if the unit member has documented evidence that they have shared expectations with the students; taken immediate action to stop the behavior; logged an entry into PowerSchool about the inappropriate behavior. In addition, the District expects educators to have had a conference with the student and parent about the inappropriate behavior and provided the administrations with a report of the inappropriate behavior if it continues.

Outside of this process, Superintendent O'Brien announced to CVSTA that District administration decided to repurpose your Mondays. For more information and an opportunity for input, please see the attached survey.

CVSTA leadership is proud of how you have transitioned students from school to working remotely. You did this in an instant and all while managing your own household and the challenges created by this pandemic. Trust that we will continue to advocate for your rights in this changing world and we're here to listen to your concerns. Please complete the survey.

Your CVSTA Bargaining Team: Tali Sherman-Chair, Temisha Brame, Daniel Swearingen, Lorraine Parsons
Race Headen and Yury Najarro