



JUST THE FACTS...



The VTA/CTA/NEA Bargaining Update
Summer 2020 Issue #3
July 14, 2020

The VTA and VUSD Bargaining Teams met (on Zoom) on July 14, 2020 for 4.5 hours.

VTA Bargaining Team Members Present:

Brenda Hensley, VTA Bargaining Chairperson
Kim Campbell
Tracy Begley
Todd Blanset, VTA President

VUSD Bargaining Team Members Present:

Chris Hulett
Manolo Garcia
Kelly Burks
Ryan Galles
Sasha Begell
Jose Bermudez
Ali Eeds

We discussed 4 MOUs, 2 of which, once Exec Board approves them, Todd will sign and have posted to our website:

- *Leave and Work Assignments (ready for EB approval)
- *Evaluations (ready for EB approval)
- *TK-6 Vacaville Virtual Learning Academy (VVLA) (close, not quite ready)
- *Calendar Changes (close, not quite ready)

For Leave and Work Assignments, the highlights are:

- *More personal leave days allowed from the personal leave bank
- *Suspension of the personal leave bonus
- *10 days of COVID-related extra personal leave granted by the Families First Coronavirus Response Act (FFCRA)
- *12 weeks of partial paid leave granted by the Emergency and Family Medical Leave Extension Act (EFMLEA)

*District/Public Health directed quarantine of unit member shall not have to use personal leave; may be able to work from home

*Unit member that tests positive for COVID19 has options (Workers' Comp if applicable, FFCRA leave days before using personal leave, personal leave bank and EFMLEA days, or no leave taken if able to work from home)

*Process for virtual learning/alternative assignments:

**Placement, if appropriate, of those unit members that qualify through the Interactive Process under the ADA (unit member disability or medical need)

**If any virtual learning/alternative assignments left over, unit members can apply for a voluntary transfer for the year. Priority consideration would be given for those with family needs that aren't covered by ADA and the Interactive Process, and educational program needs

**Unit members who are placed in virtual learning/alternative assignments for 2020-2021 will go back to their original job before any displacement for the next year is determined

For Evaluations, the highlights are:

*Limiting number of objectives evaluated on

*Evaluations based on in-person instruction (unless someone is on a virtual learning assignment and/or consents to virtual learning components of evaluation)

*SPED service providers won't be evaluated on timeliness of IEPs, assessments and reports in 20-21

TK-6 VVLA (so far, not ready to be signed):

*TK-6 Virtual Learning Teachers has same contract provisions as a Classroom Teacher

*8:30-3:30 duty day, including a 30-minute lunch

*Will not be required to report to a worksite, but a worksite can be made available

*No more than three consecutive grade levels per teacher

*Time to collaborate virtually with other teachers of same level(s)

*TK/K: 900 minutes per week of instruction, 450 minutes must be live instruction

*Grades 1-3: 1150 minutes per week of instructions, 600 minutes must be live instruction

*Grades 4-6: 1200 minutes per week of instruction, 600 minutes must be live instruction

VTA and VUSD have not agreed on the amount of prep time for VVLA teachers, so that is what is holding up the MOU.

Calendar Changes (so far, not ready to be signed):

*No In-person Back to School Night (may be asynchronous; not sure)

*No secondary calendared conference times; meet as needed virtually with parents

- *Elementary Conferences: no minimum days but 4 full days set aside for report cards and conferences in the fall, 2 full days set aside in the spring (Phase 2 and 3)
- *No Wednesday Collaboration before report cards are due
- *Four-day work week = no Wednesday Distance Learning Day
- *Optional Finals Days for Phase 2 and 3 in October, December, March and June

VTA and VUSD have not agreed on the amount of prep time for teachers in the hybrid models, so that may determine whether or not we have some non-collaborative Wednesdays that have been previously bargained.

Topics/Bargaining Priorities that still need to be discussed:

- *Ways to mitigate risk through safety protocols (distancing, face coverings, HVAC, etc.)
- *Limiting visitors to our campuses
- *How and when to move from stage to stage as conditions changes
- *Using state and county guidance to decide what stage/phase we are in
- *Protocols for screening for symptoms (staff and students)
- *Virtual options for professional development and meetings
- *Offering optional regular COVID testing at worksites
- *Voluntary use of cameras in classrooms for teachers that want to film/Zoom lessons
- *Virtual Office Hours components of Hybrid Learning (all levels)
- *Short-term independent study requests (we are anticipating a higher number this year)
- *Class Size and balance being influenced by facility/classroom size
- *Increasing Prep Time for Hybrid Learning teachers (Phases 2, 3 and Transition to 4)
- *Elementary PE and Music Schedules (all Phases)
- *SPED services and provisions
- *Phase 1 Distance Learning (all teachers) provisions
- *Adult Ed Provisions
- *Kimme Provisions (Independent Study and Country High programs)
- *Counselors, Psychologists and SLPs being allowed a virtual form of meeting, assessing and providing services for students

It is very crucial that you keep informed through the summer. Please check your school email this summer for updates from VTA and VUSD. Normally we don't encourage this, but this summer is very different.

Please look for more bargaining updates related to the 2020-2021 school year changes and like our Facebook page as well.

<http://www.vacateachers.org/>

<https://www.facebook.com/vacateachers>

Our next bargaining session is set for July 22, 2020.