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# General Meeting Presentation

— October 30, 2020 —  
Reopening Red/Orange  
Tier MOU

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# Really Large Zoom Meeting Procedures: “Faux Webinar Mode”

Please put your question(s) in the chat; chat will go only to host/co-hosts

This is a General Meeting for one topic only (this MOU); other items will not be discussed

Questions in the chat will be answered verbally if it pertains to the topic being presented

This presentation has 35 slides; we will be as efficient with time as possible

You are all muted; blue hands will not be recognized; please turn off your cameras

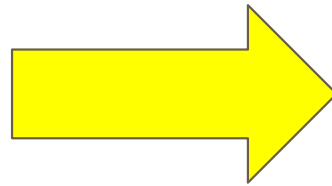
This presentation will be available on our website after the meeting ([www.vacateachers.org](http://www.vacateachers.org))

The actual MOU document will be available after this meeting and will be in the voting email

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# Impact Bargaining

**School Board  
makes a decision  
"WHAT"**



**VTA has the right to  
bargain the IMPACT  
of that decision  
"HOW"**

VUSD and VTA jointly agree that the safety of all students and their families, staff and their families, and the community we serve is the most important feature of any plan to return to in-person instruction. To prevent and slow the transmission of COVID-19, the District shall take a multi-layered approach in its safety protocols. All safety measures in this agreement shall be put into place before any reopening for in-person instruction occurs.

# Recent Safety Survey Data: Preschool - Grade 1

**Majority (50%+) of respondents (93) chose:**

- Physical Distancing of at least 6 feet
  - Requiring face coverings for all students
  - Commonly used surfaces sanitized at least once a day
  - Hand sanitizer widely available
  - Extra Hand washing stations available
  - Keeping students in limited cohorts
  - HVAC systems bring in outside air/control of this
  - disposable gloves available
  - staff access to cleaning supplies
  - parents self-monitor children for symptoms
  - isolation rooms for those with symptoms
  - onsite **COVID testing available/test before reopen**
  - students not eating in classrooms
  - written exposure protocols/notification of cases
-

# Recent Safety Survey Data: Grades 2,3

## Majority (50%+) of respondents (79) chose:

- Physical Distancing of at least 6 feet
  - Requiring face coverings for all students
  - Commonly used surfaces sanitized at least once a day
  - Hand sanitizer/handwashing stations widely available
  - plexiglass barriers (district has ordered)
  - Keeping students in limited cohorts
  - HVAC systems bring in outside air/control of this
  - teachers do temperature checks
  - disposable gloves available
  - staff access to cleaning supplies
  - parents self-monitor children for symptoms
  - isolation rooms for those with symptoms
  - onsite COVID testing available/test before reopen
  - students not eating in classrooms
  - written exposure protocols/notification of cases
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# Recent Safety Survey Data: Grades 4,5,6

## Majority (50%+) of respondents (98) chose:

- Physical Distancing of at least 6 feet
  - plexiglass barriers (district has ordered)
  - Requiring face coverings for all students
  - staff access to cleaning supplies
  - Commonly used surfaces sanitized at least once a day
  - parents self-monitor children for symptoms
  - Hand sanitizer widely available
  - isolation rooms for those with symptoms
  - Extra Hand washing stations available
  - onsite **COVID testing available/test before reopen**
  - Keeping students in limited cohorts
  - students not eating in classrooms
  - HVAC systems with **MERV8+**, control of HVAC
  - written exposure protocols/notification of cases
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# Recent Safety Survey Data: Grades 7-12

## Majority (50%+) of respondents (246) chose:

- Physical Distancing of at least 6 feet
  - Requiring face coverings for all students
  - Commonly used surfaces sanitized at least once a day
  - Hand sanitizer widely available
  - Extra Hand washing stations available
  - Keeping students in limited cohorts
  - HVAC systems bring in outside air/MERV 8+/control of HVAC
  - written exposure protocols/notification of cases
  - disposable gloves available
  - staff access to cleaning supplies
  - parents self-monitor children for symptoms
  - isolation rooms for those with symptoms
  - onsite **COVID testing available/test before reopen**
  - students not eating in classrooms
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## Sections of MOU (14 pages)

Staff COVID testing

Exposure Protocols

School/District Closure Protocols

Symptom Screening

Use of Face Coverings

PPE/Cleaning Supplies

Handwashing/Hand Sanitizer

Physical Distancing/Barrier

Cleaning of Workspaces

HVAC Systems/Air Quality

Small Cohorts/Reopening Dates

Elementary Report Cards/Conferences

Transition time prior to reopening

Elementary In-person schedule

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# Sections of MOU (14 pages)

Instructional Minute Minimums (all levels)

Serving 100% Distance Learning Students (Elementary)

Student changing from virtual to in-person (and back)

Short term ISP (Elementary)

Grievance Timelines adjusted for COVID safety only

Secondary schedule for Red Tier Only

Secondary Band/Choir/Theater classes

Extra substitute provisions

Elementary PE Teacher responsibilities

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## Staff COVID testing

- Strongly encouraged prior to going back in-person
  - District will put out a rotating schedule for all in-person staff
  - Goal is to have 25% of in-person staff tested every two weeks (guidance)
  - NOT MANDATORY, but high encouraged
  - Can get tested through health provider/county for free
  - Can do testing during workday without having to take personal leave
  - If we go backwards in tiers, we will increase frequency
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# Exposure Protocols

- Chart (from state guidance) in MOU for all scenarios
  - District will work with county to do contact tracing
  - “Close contact” is defined as “15 minutes within 6 feet of someone who is positive (over a 24-hour period)”
  - If you stay 6 feet away from everyone at all times, then you won’t be considered a close contact
  - Positive case at your site? Everyone at that site will be notified (not necessarily who)
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## School/District Closures (revert to 100% distance learning)

- Fuzzy guidance from the state; we agreed to actual criteria
  - School closure criteria: 25% elementary classrooms at a site OR 25% in-person staff at secondary OR 5% individuals test positive
  - District may choose to physically close a school before any criterion is met
  - Must stay physically closed for 14 days, cleaning protocols before reopening
  - District shall physically close if 25% or more schools have closed; may close district earlier; must stay closed for 14 days, cleaning protocols before reopening
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# Symptom Screening

- Parents are told to screen for symptoms before bringing to school
  - Teacher will do visual screening only; send students to designated isolation room
  - Training on visual screening
  - Unit members shall not report to worksite with symptoms (if you can teach from home to your in-person class with a sub in the room, that can be arranged)
  - All late students and visitors will be screened by office/admin
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# Use of Face Coverings

- All** persons ages 2 and up (student, staff, visitors) shall wear a mask.
  - Individuals with verified health issues can wear a face shield
  - Student has a face mask exemption? Unit members working with that student shall get N95 masks
  - Surgical masks for staff can be requested (don't have to buy your own)
  - Nurses (and other staff with lots of close contacts): N95 masks provided, more PPE
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# PPE/Cleaning Supplies

- Unit members provided with PPE (masks, gloves, disinfecting supplies, hand sanitizing and hand washing supplies if sinks available)
  - Not expected to clean all desks in a classroom
  - Will need to clean shared tools (like calculators) but limit use of such things if possible
  - Cleaning supplies available in workspaces (like at the RISO)
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# Handwashing/Hand Sanitizing

- Requirement for everyone to hand sanitizer/wash upon entering a space with students
  - Sink? Soap and paper towels provided
  - Hand sanitizer in classrooms and all workspaces
  - All supplies should be restocked daily and as needed
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# Physical Distancing/Barriers

- 6 feet requirement between employees/employees and students
  - Need help getting a workspace 6-foot distanced? Site admin needs to help you
  - Limit visitors to campus/IEP, 504, SST, PTCs all held virtually.
  - All staff meetings/trainings held with a virtual option (those in person must be physically distanced)
  - Unit members not required to supervise students eating (working with each site to not have students eat in classrooms)
  - although not part of the MOU, the District ordered plexiglass barriers for some student desks
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# Cleaning of Workspaces

- High touch areas cleaned and disinfected daily
  - Classrooms shall have a desk for each student on roster (no sharing at elementary)
  - Shared workspace? Must at least have separate keyboard and mouse AND secure storage for those that move workspaces (separate workstation preferred)
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# HVAC Systems/Air Quality

- HVAC modes operate on the setting with the most intake of outside air (conditions permitting)
  - Highest MERV filters installed for unit; maintenance schedule followed
  - most HVAC systems in the district cannot operate with MERV-13 filters (recommended to filter viruses); HEPA air purifiers ordered for each workspace
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# Small Cohorts

- Elementary shall stay within cohorts, limiting mixing with other cohorts
  - RTI, SPED (except self-contained), EL services: flexibility in determining schedule (virtual or in-person as well); try to avoid pulling out students from in-person instruction as much as possible
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## Starting Dates (subject to change, based on county tier)

-November 16, 2020: SPED: FA, TAP, PERL, SDC Elementary

-December 1, 2020: Pre-school, TK, K , Grades 1 and 2

-January 4, 2021: Grades 3 through 12

**IF WE GO BACK TO PURPLE TIER BEFORE A GRADE LEVEL OPENS,  
WE WON'T CONTINUE TO OPEN IN-PERSON UNTIL WE ARE IN  
RED TIER FOR THREE WEEKS.**

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# Elem. First Trimester Report Cards/Fall Conferences

- Report cards due November 17, 2020
  - Parent Conferences as needed (teacher decided or parent request)
  - November 9, 10, 2020: minimum live zoom instruction/asynchronous work only, time for report cards
  - November 12, 13, 16, 2020: minimum live zoom instruction/asynchronous work only, parent conference time as needed
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# Transition Time

- 1 week of transition time before reopening in-person
  - Only minimum live zoom instruction (+ asynchronous work)
  - No wednesday collaboration that week
  - No outside duty day staff meetings
  - Up to two 60 minute staff meetings within duty day (with 10 minutes of VTA time in allotted in each)
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# Elementary In-Person Schedule (start/end times may vary)

Monday/Tuesday/Thursday/Friday	Wednesday (can work from home)
<p>8:10-8:20 Teacher Prep</p> <p>8:20-8:30 Group A Entering</p> <p>8:30-11:00 Group A (Core ELA/Math)</p> <p>11:00-12:30 30 min lunch/60 minute prep</p> <p>12:30-12:40 Group B Entering</p> <p>12:40-3:10 Group B (Core ELA/Math)</p>	<p>8:30-10:00 All Class Zoom (SEL, ELA, Math) OR split class in half for two 45 minutes sessions</p> <p>10:00-10:10 Break</p> <p>10:10-11:10 Intervention/Small Group</p> <p>11:10-12:00 Teacher Prep</p> <p>12:00-12:30 Lunch</p> <p>12:30-2:00 Teacher Prep</p> <p>2:00-3:30 Collaboration Time</p>



# Elementary Subjects and Minutes

- District provided science, art, social studies, PE and music asynchronous lessons for TK-6
  - Minimum instructional minutes must be met between in-person and asynchronous (TK/K: 180 minutes, Grades 1-2: 230 minutes, Grades 3-6: 240 minutes)
  - New tracking system for attendance/minutes? District and VTA collaborate on changes
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# 100% Distance Learning Students-Elementary

- 100% distance learning students served by virtual teachers (no live streaming of in-person lessons required) using Phase 1 MOU structure
  - Option for a site/grade level to keep 100% distance learning students with class and teach in-person in the morning and virtual in afternoon (to avoid combos); members must consent and VTA approve
  - District will combine distance learning students across schools to avoid combos
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# Students Changing Instruction Models

- Changes can happen ONLY after three weeks (and if space allows)
  - Changes can only happen in designated weeks (NOT at any time after three weeks; no “revolving door”)
  - Students may be moved immediately to 100% distance learning for emergency reasons (must still stay 3 weeks minimum)
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## Short Term ISP (Elementary)

- Short Term ISP will be handled as usual (but asynchronous work might just suffice to avoid packets)
  - If a student wants to do 100% distance learning for ISP, they need to commit for three weeks
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# Elementary Physical Education Teachers

- In-person on campus
  - Provide asynchronous PE lessons and resources
  - Live zoom PE classes during student asynchronous time
  - Monitoring students on campus
  - Substituting for in-person teachers (partial/full day)
  - Following up with disengaged students
  - Support for assessments/interventions
  - Same prep per week as in-person teachers, work with principal on schedule
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# Secondary (Red Tier) Schedule (Orange yet to be bargained)

- Same Bell Schedule for the week
  - Monday, Tuesday, Thursday, Friday: 25% of students in-person, zoom with entire class for 45 minutes, intervention/instruction with in-person students for other 45 minutes
  - Period prep in the morning? provide drop in zoom help in the afternoon
  - No period prep in the morning?: prep in the afternoon
  - Wednesday schedule is the exactly the same
  - Each teacher provides 80 minutes of instruction minimum to each student every day (live/asynchronous)
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# Grievance (Article 11) Timelines for COVID safety

- In most places, timelines were shortened to 2-3 days (instead of 10 or 20)
  - Skip level 4 and to arbitration (level 5)
  - Binding arbitration intact whether we have a contract or not
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# Substitutes

- Training subs on in-person safety protocols
  - Non-classroom unit members (except SPED service) shall cover classes before requiring teachers to cover
  - Site admin if available shall cover classes before requiring teachers to cover
  - Verified high-risk unit members shall not be required to cover classes
  - District will work with us on other ideas for covering classes
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# Secondary Choir/Band/Theater Classes

- Held outside, as conditions permit
  - At least 12 feet physical distancing if held indoors
  - Additional PPE (including instrument-specific coverings and music-specific masks) will be provided when possible
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# What's Next?

You should be receiving an email (personal not school) from SIMPLY VOTING (VACAVILLE TEACHERS ASSOCIATION) very soon

**If you do not receive an email, contact STEVEN POWER at JEPSON, ASAP!**

Voting will run next week.

MOU passes with 50% + 1 (of the members voting), just like with a contract ratification

Only dues-paying VTA members may vote

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# Thank you!

Thank you to the members of bargaining team for the over 20 hours of work (planning and bargaining) to accomplish this task.

Brenda Hensley - chairperson

Tracy Begley

Kim Campbell

Tessa Craig

Annaliese Vasquez

& Todd Blanset, President

And to all Executive Board members who met regularly to discuss and direct this bargain. Please reach out to us with questions during the vote if needed.

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