



Dear Colleagues,

I want to start by thanking the bargaining team and our Executive Director, Helen Farias for their hard work over the past few weeks. They fought hard to get what is best for students and staff.

SWTA Bargaining Update as of Wednesday, April 1, 2020 @ 6:45 pm

Today SWTA Bargaining Team: Chair Brenda Robles, Alvaro Alvarez, Norma Sahagun, Melissa Romo, Lorena Garcia, Sara Golden and Executive Director Helen Farias met with the SBUSD bargaining team to negotiate impacts and effects of the COVID19 Pandemic.

AGREEMENT REACHED!!

The MOU will be signed and shared tomorrow. In the meantime, here are some of the key components of the MOU:

Compensation, Benefits and Leaves

- Unit Members' compensation and benefits shall not be reduced during the emergency school closure period.

Safety

- All sites will be appropriately cleaned and sanitized before any unit member returns.

Closures

- Unit members shall not be directed or required to report to their worksite while their worksite is closed due to public health orders.
- Upon State/County/District determining schools are safe to reopen, the District shall provide at least 24 hours' notice to all unit members to return to work.
- The first day back will be provided for individual classroom preparation with no more than a 60-minute staff meeting.

Continuity of Learning

- Distance learning is defined as
 - *"Distance Learning" means instruction in which the student and instructor are in different locations. Distance Learning may include interacting through the use of computer and communications technology, as well as delivering instruction and check-in time with their teacher. Distance learning may include video or audio instruction in which the primary mode of communication between the student and instructor is on-line interaction, instructional television, video, telecourses, or other instruction that relies on computer or communications technology. It may also include the use of print materials incorporating assignments that are the subject of written or oral feedback. Distance learning activities provided to students will include continuity of learning opportunities including but not limited to enrichment, engagement and review.*
- April 6 - 10 will be for planning, preparation, and optional professional development and training.
- Starting April 13, to the best of their ability, unit members will provide flexible educational opportunities through Distance Learning.
- Unit members shall use their professional discretion when providing distance learning opportunities and shall not be required to submit lesson plans.
- In most cases, employees will complete their distance learning responsibilities during the hours defined in the parties' CBA; however, considering the personal challenges presented by the COVID-19 pandemic (e.g., members' own childcare concerns/needs), bargaining unit members shall not be required to maintain a set daily schedule throughout the emergency school closure.
- Work that occurs during the school closure and distance learning period shall not be subject to evaluation.

More information related to the MOU to come. Please check out our [SWTA website](#) and [SWTA Facebook](#) for continued updates and resources.

United We Stand,
Vanessa Barrera
SWTA, President