



# **SWTA General Membership Meeting**

Thursday, July 2, 2020

# Guidelines for Meeting

## Chat/Q&A

- Please wait until the slide information has been shared to write
- You can write questions in the Q&A
- If the question can be answered, our chat monitors will answer

## Speaking

- If the question can be answered, the chat monitors will give the presenter notice that a member wants to speak, and then the presenter will call out the name of the member to speak aloud
- Members will have 20-seconds to speak their question or comment
- After speaking, then mute yourself

**NOTE:** Please bare with us! We've never had this type of format for a general member mtg. There may be over 150 people on the chat, so please be patient with us. Also- keep in mind that Union Code of Conduct. Thank you!

# Agenda

1. Opening & Meeting Guidelines
2. Superintendent's Survey
3. Calendar Survey
4. Calendar MOU
5. State Budget & Legislation
6. Organizing
7. Safe Reopening of Schools
8. Actions
9. Closing

# Today's Presenters

**Helen Farias**, Executive Director

**Vanessa Barrera**, SWTA President

**Elva Lopez-Zepeda**, SWTA Vice-President

**Brenda Robles**, SWTA Bargaining Chair

# Superintendent Survey Results

The purpose of the Superintendent Leadership Performance Survey was to identify strengths and weaknesses of SBUSD Superintendent as perceived by SWTA members across the district. The Survey was a data collection tool focused on identifying areas in which the superintendent exceeds expectations and areas in which growth could be made.

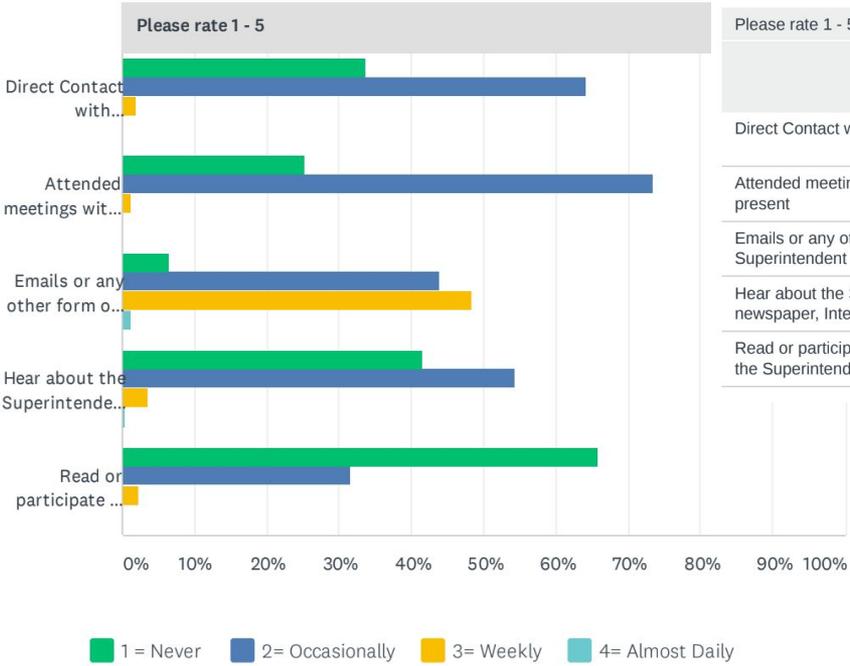
# Superintendent Survey Results

## The Process

1. A sub-committee from the Executive Board met to develop the survey using the American Association of School Administrators Superintendent Evaluation
2. Members had the opportunity to give their input (252 members took the survey)
3. The sub-committee met to review the results
4. The results were presented to the Executive Board
5. A letter along with the results was sent to the Board of Trustees

# Superintendent Survey Results

Answered: 252 Skipped: 0



Q3 STAFF AND PERSONNEL RELATIONSHIPS (Contact with the Superintendent) For EACH of the following, select the rating that most concisely matches the amount of contact you have had with the perintendent of South Bay Union School District.

Please rate 1 - 5	1 = NEVER	2= OCCASIONALLY	3= WEEKLY	4= ALMOST DAILY	TOTAL
Direct Contact with Superintendent	33.73% 85	64.29% 162	1.98% 5	0.00% 0	252
Attended meetings with others where the Superintendent was also present	25.40% 64	73.41% 185	1.19% 3	0.00% 0	252
Emails or any other form of communication from the Superintendent	6.40% 16	44.00% 110	48.40% 121	1.20% 3	250
Hear about the Superintendent through the media (TV, radio, newspaper, Internet, etc.)	41.60% 104	54.40% 136	3.60% 9	0.40% 1	250
Read or participate in social media (Twitter, Facebook, etc.) where the Superintendent is discussed.	66.00% 165	31.60% 79	2.40% 6	0.00% 0	250

Why does she get paid so much?it is unreasonable as to why her salary is so high; above many other superintendents that serve much bigger districts. With such salary, I question the ability of the bird to be able to lead our community. It seems to me that such decision to high a high salary had to be approved by the board; therefore I question their leadership

Dr. McNamara is warm, friendly, and approachable.

I've never had any contact with the superintendent. This school year she did not visit the school campus. I think if she needs feedback from teachers that's the only time she visits schools. She is not visible to our school community especially for families and students.

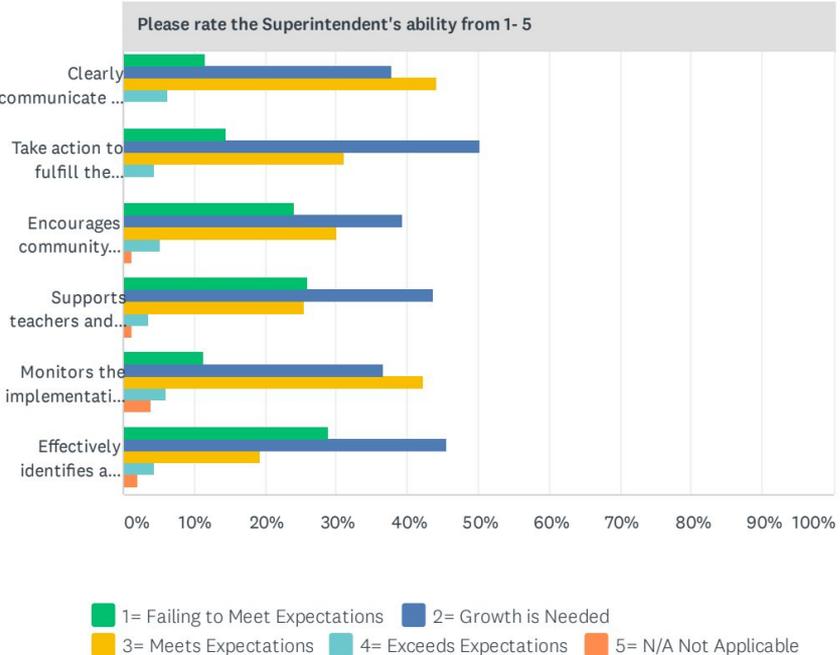
She came to our school, she was very angry and called us ungrateful three times... told us that we did not appreciate how she had district money to purchase playground equipment and now we were asking for more funds. I thought her words were was hurtful, unprofessional and unnecessar.

Zero. Never has she been in my classroom in the 7 years I have taught. She has no personal connection to employees.

In my opinion, our Superintendent does a great job communicating and staying in contact with staff members. I appreciate the weekly communication that is sent out via email. During Distance Learning I have personally reached out to the Superintendent and she was responsive and approachable. I appreciate her attempts to stay in contact, especially through these difficult times.

# Superintendent Survey Results

Answered: 251 Skipped: 1



Q4 ADMINISTRATION OF THE SCHOOL DISTRICT(Vision and goals of the school district)The Superintendent is an educational administrator who leads by facilitating the development, articulation, implementation, and stewardship of a vision for student achievement that is shared by the school community. Please rate the Superintendents's ability to...

Please rate the Superintendent's ability from 1- 5

	1= FAILING TO MEET EXPECTATIONS	2= GROWTH IS NEEDED	3= MEETS EXPECTATIONS	4= EXCEEDS EXPECTATIONS	5= N/A NOT APPLICABLE	TOTAL
Clearly communicate our district's goals and vision for student achievement	11.55% 29	37.85% 95	44.22% 111	6.37% 16	0.00% 0	251
Take action to fulfill the goals and vision for our school district	14.34% 36	50.20% 126	31.08% 78	4.38% 11	0.00% 0	251
Encourages community support for district initiatives and student achievements	24.10% 60	39.36% 98	30.12% 75	5.22% 13	1.20% 3	249
Supports teachers and staff in fulfilling our district's goals/vision for student achievement	25.90% 65	43.82% 110	25.50% 64	3.59% 9	1.20% 3	251
Monitors the implementation and progress of district initiatives	11.24% 28	36.55% 91	42.17% 105	6.02% 15	4.02% 10	249
Effectively identifies and addresses barriers to achieving the goals and vision for our district	28.80% 72	45.60% 114	19.20% 48	4.40% 11	2.00% 5	250

Doesn't really address the ELL and their families. Too many behavior issues not being addressed which interferes with goals and vision for ALL

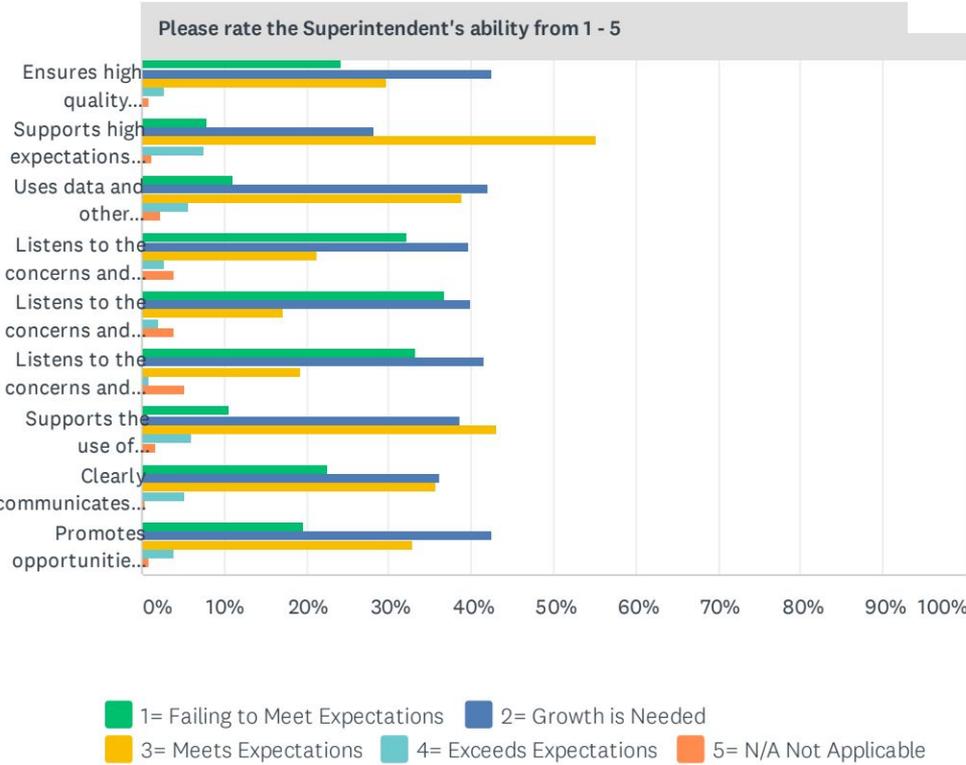
While she is popular with the board and outside entities, she is very out of touch with our local community.

Don't feel she understands struggles and needs of non English speaking families, and recent evidence shows lack of respect

Our district is one of the worst performing districts in San Diego. She is not doing a good job of leading of leading us in the right direction. Our curriculum is not appropriate for our students and it shows in the declining state test scores each year!

# Superintendent Survey Results

Answered: 252 Skipped: 0



She doesn't know anything about our curriculum. She leaves it all to Cindy Wagner. Since she has been with our district we have stopped providing adequate curriculum for ELLs. I've never seen her even read a book to students.

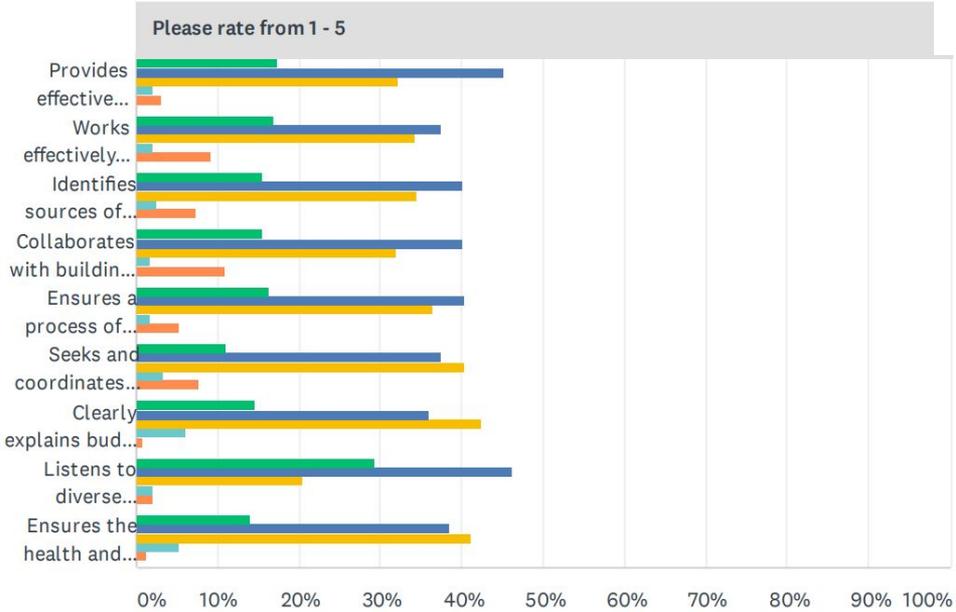
Cannot speak to curriculum, does not appear to listen to teachers when they Express concerns over curriculum

Q5 EDUCATIONAL LEADERSHIP(Instructional program of the district)The superintendent is an educational administrator who leads by advocating, nurturing and sustaining a school culture and instructional program conducive to student achievement and staff professional development.

Please rate the Superintendent's ability from 1 - 5						
	1= FAILING TO MEET EXPECTATIONS	2= GROWTH IS NEEDED	3= MEETS EXPECTATIONS	4= EXCEEDS EXPECTATIONS	5= N/A NOT APPLICABLE	TOTAL
Ensures high quality curriculum that results in student achievement and school improvement	24.21% 61	42.46% 107	29.76% 75	2.78% 7	0.79% 2	252
Supports high expectations for teaching and learning	7.94% 20	28.17% 71	55.16% 139	7.54% 19	1.19% 3	252
Uses data and other information to assess and meet achievement needs and interests of all students in our school district	11.11% 28	42.06% 106	38.89% 98	5.56% 14	2.38% 6	252
Listens to the concerns and ideas from building administrators, staff and district employees prior to reaching decision related to instructional programs	32.14% 81	39.68% 100	21.43% 54	2.78% 7	3.97% 10	252
Listens to the concerns and ideas from a variety of classroom teachers prior to reaching decisions related to instructional programs	36.80% 92	40.00% 100	17.20% 43	2.00% 5	4.00% 10	250
Listens to the concerns and ideas of students, families and the community prior to reaching related to instructional programs	33.20% 83	41.60% 104	19.20% 48	0.80% 2	5.20% 13	250
Supports the use of excellent teaching practices, materials and technologies to achieve our goals for students achievement	10.76% 27	38.65% 97	43.03% 108	5.98% 15	1.59% 4	251
Clearly communicates decisions that have been made and their rationale	22.62% 57	36.11% 91	35.71% 90	5.16% 13	0.40% 1	252
Promotes opportunities for staff to develop and enhance skills that result in high student achievement	19.68% 49	42.57% 106	32.93% 82	4.02% 10	0.80% 2	249

# Superintendent Survey Results

Answered: 250 Skipped: 2



■ 1 = Failing to Meet Expectations 
 ■ 2 = Growth is Needed 
 ■ 3 = Meets Expectations 
 ■ 4 = Exceeds Expectations 
 ■ 5 = N/A Not Applicable

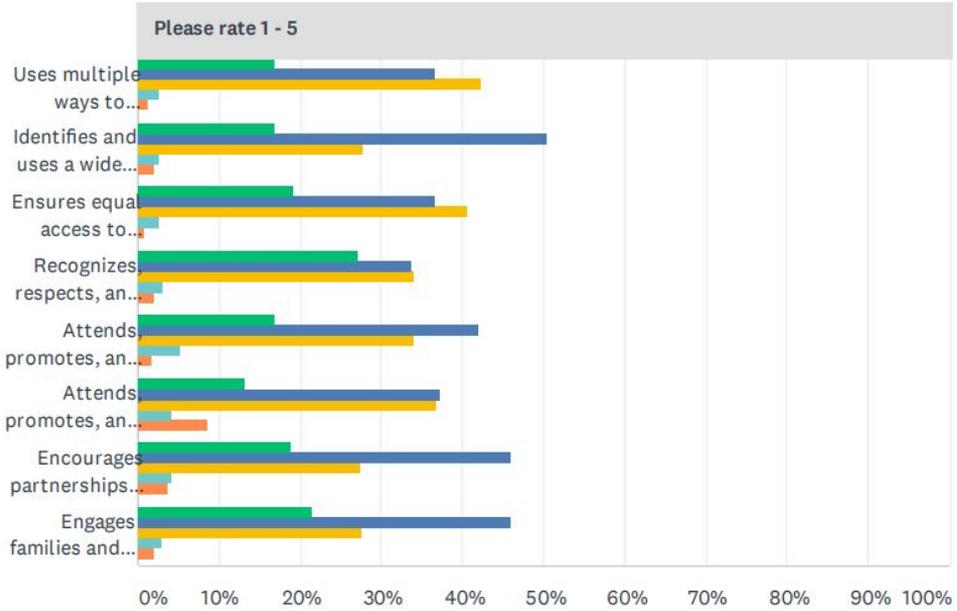
She often seeks our opinions; however, none of it seems to matter when decisions are made regarding appropriate distribution of funding to support students' learning and growth. It's a small District compared to other Districts in the South Bay area; however, we have lost most of the additional and essential supports to ensure students' growth across the District. There seems to be too many Directors and assistants at the administrative level, but not enough funding for academic coaches, instructional assistants, school psychologists, school counselors who can work with students who display challenging behaviors, social workers to assure students' overall well-being, appropriate math curriculum, etc.

**Q6 BUSINESS AND FINANCE(Management of the district)**The Superintendent is an educational administrator who ensures management of the organization, operations, finances, and resources for a safe, efficient, and effective learning environment that supports student achievement.

Please rate from 1 - 5		1 = FAILING TO MEET EXPECTATIONS	2 = GROWTH IS NEEDED	3 = MEETS EXPECTATIONS	4 = EXCEEDS EXPECTATIONS	5 = N/A NOT APPLICABLE	TOTAL				
Provides effective leadership and support for school administrators and staff in developing and implementing our district goals and vision for student achievement	17.34%	43	45.16%	112	32.26%	80	2.02%	5	3.23%	8	248
Works effectively with the school board and staff to recruit, select, supervise and evaluate school district personnel	16.94%	42	37.50%	93	34.27%	85	2.02%	5	9.27%	23	248
Identifies sources of revenue available to our district, and produces an annual budget that adequately funds district priorities and stays within budget	15.45%	38	40.24%	99	34.55%	85	2.44%	6	7.32%	18	246
Collaborates with building and district administrators to manage and use funds and resources effectively to attain our district goals and vision for student achievement	15.38%	38	40.08%	99	31.98%	79	1.62%	4	10.93%	27	247
Ensures a process of adequate maintenance in our district's buildings, grounds, and equipment	16.40%	41	40.40%	101	36.40%	91	1.60%	4	5.20%	13	250
Seeks and coordinates available resources to support districts initiatives	11.11%	27	37.45%	91	40.33%	98	3.29%	8	7.82%	19	243
Clearly explains budget issues and decisions to the staff and community	14.57%	36	36.03%	89	42.51%	105	6.07%	15	0.81%	2	247
Listens to diverse opinions and interests from ALL stakeholders in reaching common goals for student achievement during the school year	29.32%	73	46.18%	115	20.48%	51	2.01%	5	2.01%	5	249
Ensures the health and safety of students and district personnel through maintenance of a secure and safe learning and teaching environment	14.00%	35	38.40%	96	41.20%	103	5.20%	13	1.20%	3	250

# Superintendent Survey Results

Answered: 249 Skipped: 3



■ 1 = Failing to Meet Expectations   
 ■ 2 = Growth is Needed  
■ 3 = Meets Expectations   
 ■ 4 = Exceeds Expectations   
 ■ 5 = N/A Not applicable

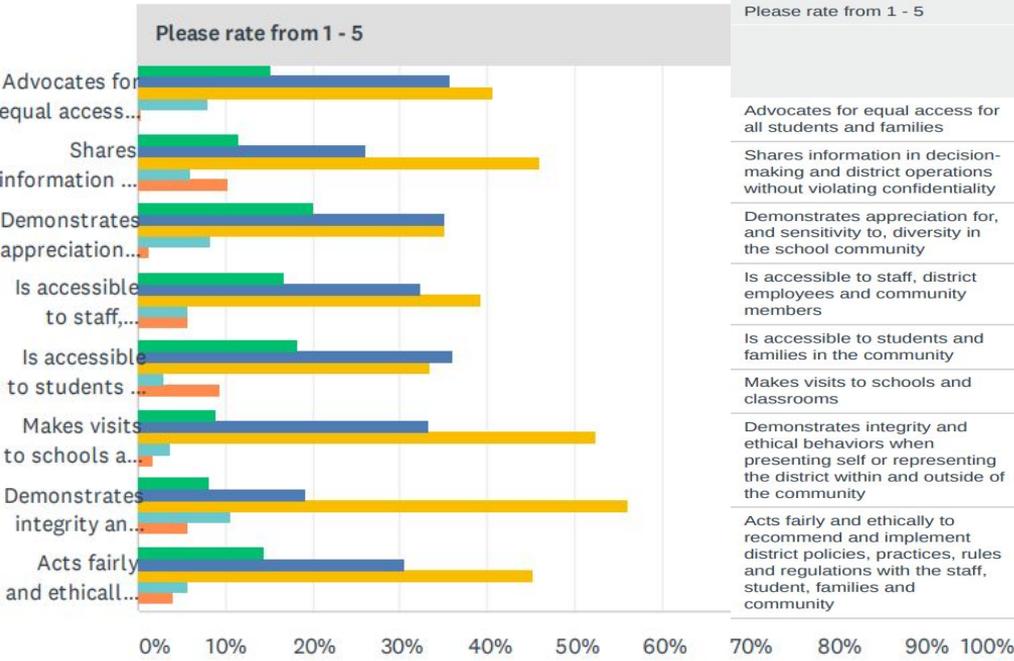
**Q7 COMMUNITY RELATIONSHIPS(Family and Community Relations)**The superintendent is an educational administrator who collaborates with families and community members to support student achievement, responding to diverse community interest and needs, and mobilizing community resources.

Please rate 1 - 5						
	1 = FAILING TO MEET EXPECTATIONS	2 = GROWTH IS NEEDED	3 = MEETS EXPECTATIONS	4 = EXCEEDS EXPECTATIONS	5 = N/A NOT APPLICABLE	TOTAL
Uses multiple ways to effectively communicate with families and the community about district issues that impact the schools and student achievement	16.94% 42	36.69% 91	42.34% 105	2.82% 7	1.21% 3	248
Identifies and uses a wide variety of resources to foster and strengthen school/family/community relationships	16.94% 42	50.40% 125	27.82% 69	2.82% 7	2.02% 5	248
Ensures equal access to educational opportunities for all students and families	19.28% 48	36.55% 91	40.56% 101	2.81% 7	0.80% 2	249
Recognizes, respects, and responds to the cultural differences and varied interests among families and community groups	27.13% 67	33.60% 83	34.01% 84	3.24% 8	2.02% 5	247
Attends, promotes, and participates in school events, activities and organizations	17.00% 42	42.11% 104	34.01% 84	5.26% 13	1.62% 4	247
Attends, promotes, and participates in community events, activities and organizations	13.11% 32	37.30% 91	36.89% 90	4.10% 10	8.61% 21	244
Encourages partnerships between schools, families, and the community through their participation in district decision-making	18.78% 46	46.12% 113	27.35% 67	4.08% 10	3.67% 9	245
Engages families and the community in understanding and supporting excellence in education so that all students can reach their potential for success.	21.54% 53	45.93% 113	27.64% 68	2.85% 7	2.03% 5	246

# Superintendent Survey Results

Answered: 249 Skipped: 3

**Q8 PERSONAL QUALITIES(Ethics)**The superintendent is an educational administrator who acts with integrity, fairness, and in an ethical manner to support effective schooling and student achievement.



	1 = FAILING TO MEET EXPECTATIONS	2 = GROWTH IS NEEDED	3 = MEETS EXPECTATIONS	4 = EXCEEDS EXPECTATIONS	5 = N/A NOT APPLICABLE	TOTAL
Advocates for equal access for all students and families	15.26% 38	35.74% 89	40.56% 101	8.03% 20	0.40% 1	249
Shares information in decision-making and district operations without violating confidentiality	11.43% 28	26.12% 64	46.12% 113	6.12% 15	10.20% 25	245
Demonstrates appreciation for, and sensitivity to, diversity in the school community	20.16% 50	35.08% 87	35.08% 87	8.47% 21	1.21% 3	248
Is accessible to staff, district employees and community members	16.67% 41	32.52% 80	39.43% 97	5.69% 14	5.69% 14	246
Is accessible to students and families in the community	18.18% 44	35.95% 87	33.47% 81	2.89% 7	9.50% 23	242
Makes visits to schools and classrooms	9.02% 22	33.20% 81	52.46% 128	3.69% 9	1.64% 4	244
Demonstrates integrity and ethical behaviors when presenting self or representing the district within and outside of the community	8.20% 20	19.26% 47	56.15% 137	10.66% 26	5.74% 14	244
Acts fairly and ethically to recommend and implement district policies, practices, rules and regulations with the staff, student, families and community	14.52% 36	30.65% 76	45.16% 112	5.65% 14	4.03% 10	248

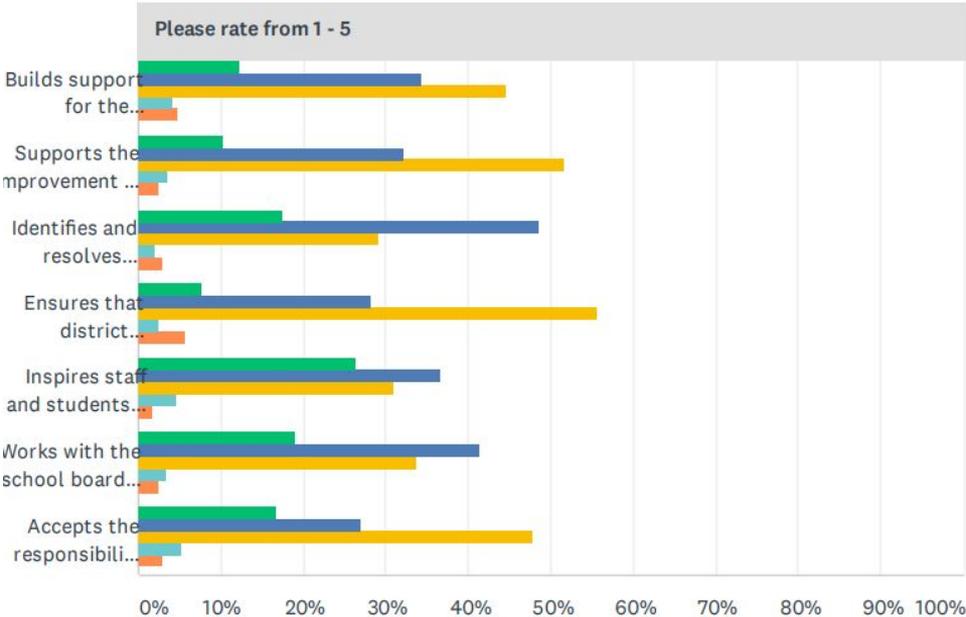
She never participated in any of the school function like the carnival or other events that happen on school campus.

As previously mentioned since she came to our district there aren't equitable opportunities for students, specifically ELL. Why if ELLs make up the largest population in our district does the curriculum NOT support ELLs? She only visits classrooms when the school board is with her, once a year at each site.

How is it ethical that she gave herself a huge pay increase? When cuts are made they are always made at the bottom and never at the top starting with her.

# Superintendent Survey Results

Answered: 248 Skipped: 4



■ 1 = Failing to Meet Expectations   
 ■ 2 = Growth is Needed  
■ 3 = Meets Expectations   
 ■ 4 = Exceeds Expectations   
 ■ 5 = N/A Not applicable

doesn't take responsibility. blames teachers for her poor choices in curriculum and class-management approaches (lack of consequences for students). poor understanding of community's cultures. doesn't have enough translation avail

Q9 ADMINISTRATION OF THE SCHOOL DISTRICT (Context Affective Learning) The superintendent is an educational administrator who understands, responds to, and interacts with the larger political, social, economic, legal, and cultural context that affects schooling and student achievement.

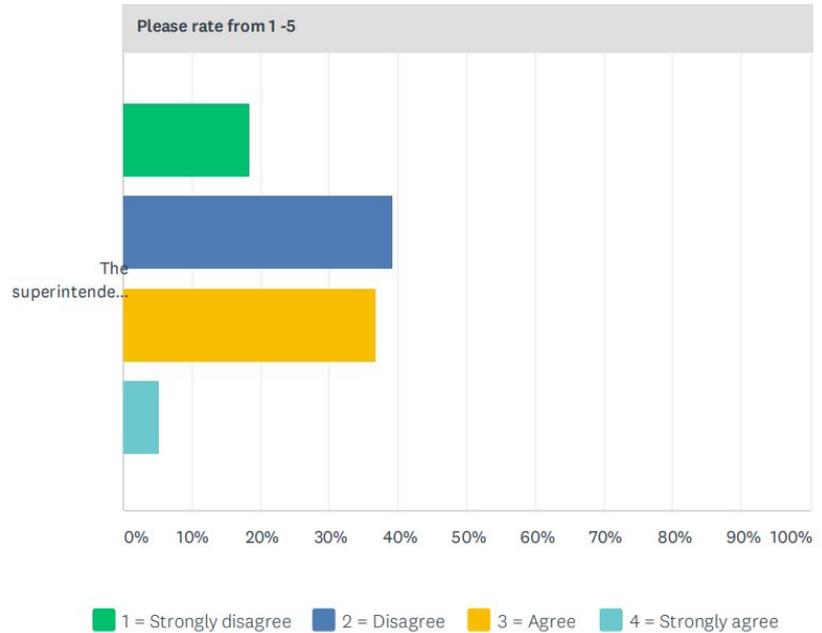
Please rate from 1 - 5	1 = FAILING TO MEET EXPECTATIONS	2 = GROWTH IS NEEDED	3 = MEETS EXPECTATIONS	4 = EXCEEDS EXPECTATIONS	5 = N/A NOT APPLICABLE	TOTAL
Builds support for the district through open communications with the school board, community groups, and local and governmental decision makers	12.24% 30	34.29% 84	44.49% 109	4.08% 10	4.90% 12	245
Supports the improvement of teaching and learning by keeping up-to-date on best practices for schools in the 21st century	10.16% 25	32.11% 79	51.63% 127	3.66% 9	2.44% 6	246
Identifies and resolves district and community challenges that affect student achievement	17.55% 43	48.57% 119	28.98% 71	2.04% 5	2.86% 7	245
Ensures that district policies and regulations are followed in appropriate and timely ways	7.79% 19	28.28% 69	55.74% 136	2.46% 6	5.74% 14	244
Inspires staff and students to perform their best	26.34% 64	36.63% 89	30.86% 75	4.53% 11	1.65% 4	243
Works with the school board, staff, and community to develop and use policies that benefit student achievement and ensure equity and fairness	19.11% 47	41.46% 102	33.74% 83	3.25% 8	2.44% 6	246
Accepts the responsibility for leadership and decision-making as an administrative representative of the district	16.80% 41	27.05% 66	47.95% 117	5.33% 13	2.87% 7	244

Does not accept responsibility for anything. Blamed classified employees for the classrooms not being thoroughly cleaned. Does not accept responsibility for the declining enrollment or budget. Does not inspire staff, and the students have never seen her so she definitely isn't inspiring them. Parents don't feel that she is accessible or relatable.

# Superintendent Survey Results

## Q10 OVERALL PERSPECTIVE(Superintendent effectiveness)

Answered: 244 Skipped: 8



Please rate from 1 -5	1 = STRONGLY DISAGREE	2 = DISAGREE	3 = AGREE	4 = STRONGLY AGREE	TOTAL
The superintendent is effective educational administrator, overall	18.44%	39.34%	36.89%	5.33%	244
	45	96	90	13	

I don't doubt her capacity and leadership skills; however, she doesn't fully understand the community, she does not relate to it and therefore she doesn't fully understand the type of support that our population requires and what is needed to support the success of our students. Most essential supports have been eliminated throughout her administration and the only clear District's goal (reading) is being addressed with a curriculum that has been proven to work in very different populations and group settings, not the settings found at our schools. Data shows a regression in progress since this curriculum was implemented. As staff, we often feel unsure and unclear of her reasoning behind decisions being made and, even though she tried at one point to be more present at schools and connect with staff members, those efforts quickly ended without clear answers to our questions and concerns expressed during her question/answer sessions. She might have the skills required to effectively administer a district from a different socioeconomic status and with different type of challenges, but South Bay needs someone who truly understands the diverse community.

With her leadership, student enrollment is declining, students are losing out on learning opportunities, staff is losing opportunities. Staff and parents don't feel positively towards her. Our district is suffering with her at the helm.

I think we see more of hear more from the deputy and assistant superintendents than the Superintendent.

Southbay used to be a wonderful place to learn and work, it has become a terrible place for our children and their teachers.

It's difficult to work under someone who instills/promotes micromanaging in schools

### The superintendent is over paid and needs to go!

Her disconnect from staff and families and lack of visibility in decision making is disconcerting. We need a superintendent that understands the needs of our demographic. One that has true insight of our population. I feel Katie has no background knowledge/empathy for the students and families we service. How can she guide the district/us if she doesn't understand her clientele nor does it look like she wants to try and understand?

# Calendar Survey Results

294/405  
Members Completed

**Survey  
Results gave  
focus &  
direction for  
bargaining of  
calendar:**

Concerns for Opening:	#1 Safety	#2 Having a Plan in Place	#3 Being too Early to Start	#4 High Number of cases in the Area
July	1%			
August	53%			
September	46%			

**NOTE:** This is only for the 2020-2021 School Year

# Bargaining Update: Calendar

## June 25th- Tentative Agreement Reached

Staff start date- August 25th

Student start date- August 31st

Major Breaks:

1 week Thanksgiving Break week of Nov.23-29th

2 week Winter Break week of Dec.21-Jan.3,

1 week Spring Break week of March 29- April 4th

Last day of School- June 15, 2021

**Language to address members who had previously scheduled/ paid-for plans during the breaks, and will cause undue hardship**

**This is tentative Pending Board Approval**

SOUTH BAY UNION SCHOOL DISTRICT / 2020-21 SCHOOL-YEAR CALENDAR

<p>Jul 3: In observance of July 4 - Legal Holiday - Independence Day/ En observación al día 4 de Julio.</p>	<p><b>JULY 2020</b></p> <table border="1"> <thead> <tr><th>S</th><th>M</th><th>T</th><th>W</th><th>Th</th><th>F</th><th>S</th></tr> </thead> <tbody> <tr><td></td><td></td><td></td><td>1</td><td>2</td><td>H</td><td>4</td></tr> <tr><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td><td>11</td></tr> <tr><td>12</td><td>13</td><td>14</td><td>15</td><td>16</td><td>17</td><td>18</td></tr> <tr><td>19</td><td>20</td><td>21</td><td>22</td><td>23</td><td>24</td><td>25</td></tr> <tr><td>26</td><td>27</td><td>28</td><td>29</td><td>30</td><td>31</td><td></td></tr> </tbody> </table>	S	M	T	W	Th	F	S				1	2	H	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31		<p><b>AUGUST 2020</b></p> <table border="1"> <thead> <tr><th>S</th><th>M</th><th>T</th><th>W</th><th>Th</th><th>F</th><th>S</th></tr> </thead> <tbody> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>1</td></tr> <tr><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td></tr> <tr><td>9</td><td>10</td><td>11</td><td>12</td><td>13</td><td>14</td><td>15</td></tr> <tr><td>16</td><td>17</td><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td></tr> <tr><td>23</td><td>24</td><td>P</td><td>P</td><td>P</td><td>P</td><td>29</td></tr> <tr><td>30</td><td>31</td><td></td><td></td><td></td><td></td><td></td></tr> </tbody> </table>	S	M	T	W	Th	F	S							1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	P	P	P	P	29	30	31						<p>Aug 25-28: Teacher Preparation days /Día de preparación de maestros.</p> <p>Aug 31: First day of school/ Primer día de clases.</p>							
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<p>May 31: Memorial Day/ Día festivo</p>	<p><b>MAY 2021</b></p>	<p><b>JUNE 2021</b></p>	<p>Jun 15: Last Day of School/ Último día</p>																																																																																																		

SOUTH BAY UNION SCHOOL DISTRICT / 2020-21 SCHOOL-YEAR CALENDAR

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- M Minimum Days (Early Release) / Dias Mínimos
- H Holiday / Día Festivo
- P Teacher Prep Days-No Students /Preparación de Maestros No Habrá Clases
- C Parent Conference Day / Conferencias con Padres de Familia
- M/R Report Card / Minimum Day / Reporte de progreso / Día Mínimo
- R Report Cards- Minimum Day/ Reporte de Progreso Será Día Mínimo.

Katie McNamara, Ed.D. District Superintendent  
 Board of Trustees: Marco Amaral • Louis Barrios • Mary Doyle • Barbara Elliott-Sanders • Cheryl Quiñones

# State Budget & Legislation Update

- State May Revise- proposed \$10 billion cuts to public schools and possible August layoffs for certificated staff.
- CTA member organizing across the state resulted in adopted budget which includes:
  - No cuts to LCFF for 20-21
    - Hold harmless ADA, funding based on 19-20 ADA
    - A 2.31% COLA but it is not funded (meaning at some point we will see increase, but not anytime soon)
    - No August layoffs
  - Flexibility with Instructional Minutes, including PE instructional minutes

<b>GRADES</b>	<b>TK/K</b>	<b>1-3</b>	<b>4-12*</b>
<b>MIN. INSTRUCTIONAL MINUTES PER DAY</b>	180	230	240
* 180 minutes minimum exception for grades 11-12 enrolled in academic credit classes part-time at a UC/CSU, special part-time student enrolled in a community college under EC 48800 - 48802, and students enrolled in a continuation high school.			

# State Budget & Legislation Update Continued

- Ability to provide Distance Learning under following conditions:
  - Access to connectivity and devices for all students
  - Standards based instruction
  - Support for high needs students
  - SPED and related services
  - ELL instruction
  - Daily live interaction with teachers for purposes of instruction, progress monitoring and connection (note: live interaction doesn't necessarily = live lessons).
  - Continued free and reduced meals for eligible students

# Implications for SBUSD

- District adopted budget based on May Revise cuts
- Financial picture for 20-21 is better, but still problematic!
  - Expect continued budget cuts, especially if federal HEROES ACT funding doesn't materialize.
  - District should revise budget (and site allocations) in the next few weeks.
  - District will likely be forced to borrow from reserves because of deferrals (delayed payments from state)
  - Continued need for organizing at district, state, & federal level

# Organize for Power

## District Level

- Reopen of schools bargaining Summer '20
- Successor Contract bargaining Spring '21
- Election 2020

## State Level

- Schools & Communities First Initiative Fall '20
- Election 2020

## Federal Level

- Heroes Act - Summer & Fall '20
- Election 2020



YOUR VOICE.  
OUR UNION.  
OUR FUTURE.

# Organize for Power TEAM

**MUST have 2-3 members from each school site**

**Consider joining with a friend**

questions/interest contact at

**Organizing Chair, Dania Cabrera [daniacabera13@gmail.com](mailto:daniacabera13@gmail.com)**

and

**Vice-President, Elva Lopez-Zepeda**

**[swtvicepresident@gmail.com](mailto:swtvicepresident@gmail.com)**

Team members will be committed to building the power at school sites and within membership needed to support bargaining or other SWTA issues.

# Collective Bargaining Rights Under EERA

## MANDATORY DECISIONAL BARGAINING

"Safety conditions of employment" are mandatory subjects of bargaining, specifically named in EERA. Govt. Code § 3543.2(a)(1). Employers must notice and bargain over **the nature, scope and type** of COVID-19 safety interventions in any reopening plans.

## MANDATORY EFFECTS BARGAINING

Health and safety impacts of non-mandatory subjects of bargaining (i.e., student academic calendar) are also mandatory subjects of bargaining. Employers must notice and bargain over **the impact and effects** of any of their decisions on COVID-19 safety risks.

# Labor Code Mandates Workplace Safety!

## **CALIFORNIA LABOR CODE**

- ❖ Every employer is required to furnish employment and a place of employment which are safe and healthful for the employees. Labor Code § 6400
- ❖ Every employer is required to furnish and use safety devices, and adopt practices, methods, operations and processes which are reasonably adequate to render the place of employment safe and healthful. Every employer must do everything reasonably necessary to protect the life, safety, and health of employees. Labor Code § 6401
- ❖ No employer shall require, or permit any employee to go or be in any employment or place of employment which is not safe and healthful. Labor Code § 6402

# Where is SWTA & SBUSD?

- Reopening of Schools Taskforce
  - SWTA members
  - Advisory capacity
  - Appointed SWTA members to **Task Force:**  
Brenda Robles, Elva Lopez-Zepeda, Noemi Salcedo, Nora Ayala, Sandra Alvarez
- Demand to Bargain sent to SBUSD
- SWTA Bargaining Team Received the District's Learning Plan for 2020-2021
- Learning Plan to the Board of Trustees on July 7th Special Board Meeting
- Next Bargaining Session TBD



# Conferences Available



## 2020 SUMMER INSTITUTE - HOME EDITION!

SUMMER  
INSTITUTE

JULY 27-30 #CTASI

HOME EDITION!

CALIFORNIA  
TEACHERS  
ASSOCIATION

Find out more  
and register at  
CTAGo.org



Register Now



July 27, 2020



Virtual Conference



Share 282



Tweet

<https://ctago.org/events/2020-summer-institute/>



# Action #1

## Attend your School Site Listening Campaign Meeting



SWTA Bargaining Listening Campaign		
Site	Date	Time
BE	July 6, 2020	10:00 am
NE	July 8, 2020	9:00 am
NI	July 8, 2020	10:00 am
VIP	July 8, 2020	10:00 am
ON	July 8, 2020	10:00 am
BA	July 8, 2020	11:00 am
IBCS	July 8, 2020	11:00 am
SS	July 8, 2020	12:00 pm
PE	July 8, 2020	12:00 pm
CE & Ed. Center	July 8, 2020	12:30 pm
EM	July 8, 2020	1:00 pm
ME	July 8, 2020	2:00 pm
Make Up- if you missed your site meeting	July 9, 2020	1:00 pm

# **Action #2**

## **BOARD MEMBER**

### **CANDIDATES NEEDED!!**

Find a good candidate(s) willing to work in collaboration & advocate on behalf of students and educators to improve the district.

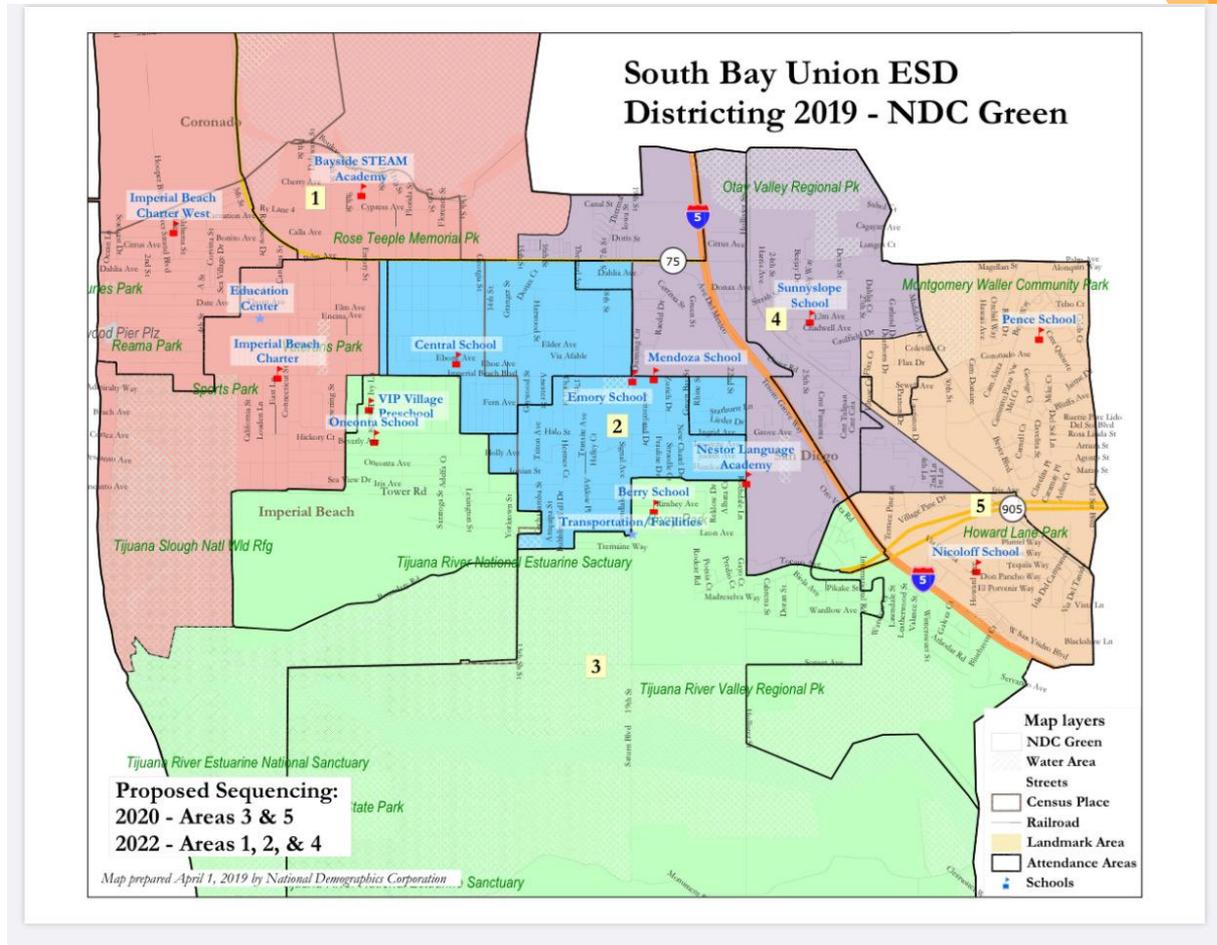
If you know of someone who would be interested, forward contact information to:

**Vice-President, Elva Lopez-Zepeda**

**[swtavicepresident@gmail.com](mailto:swtavicepresident@gmail.com)**

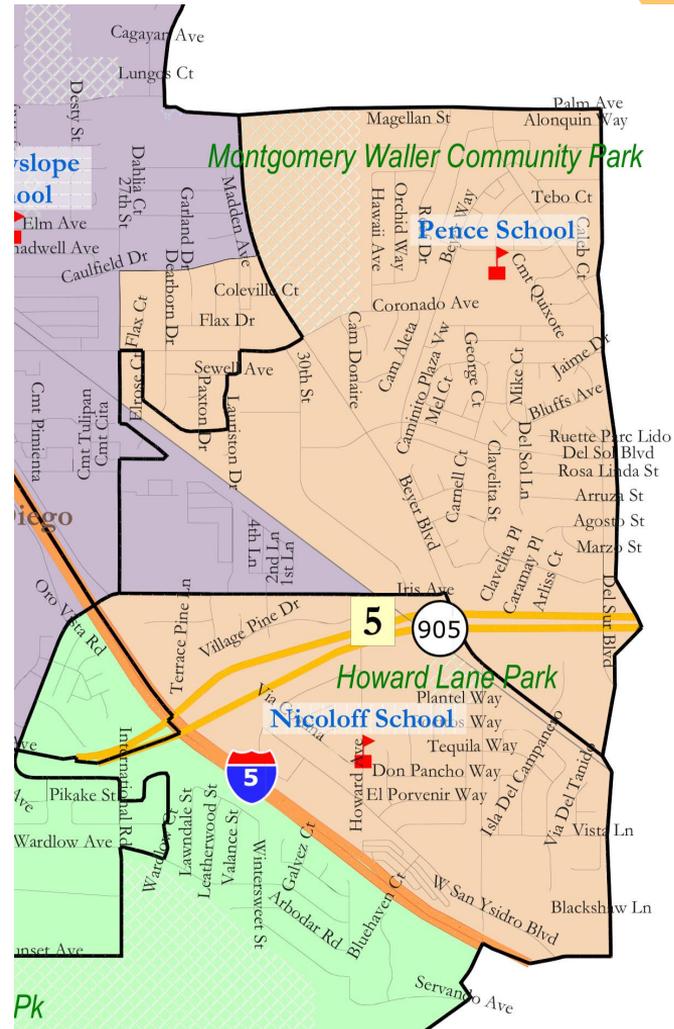


# South Bay Union School District Trustee Areas



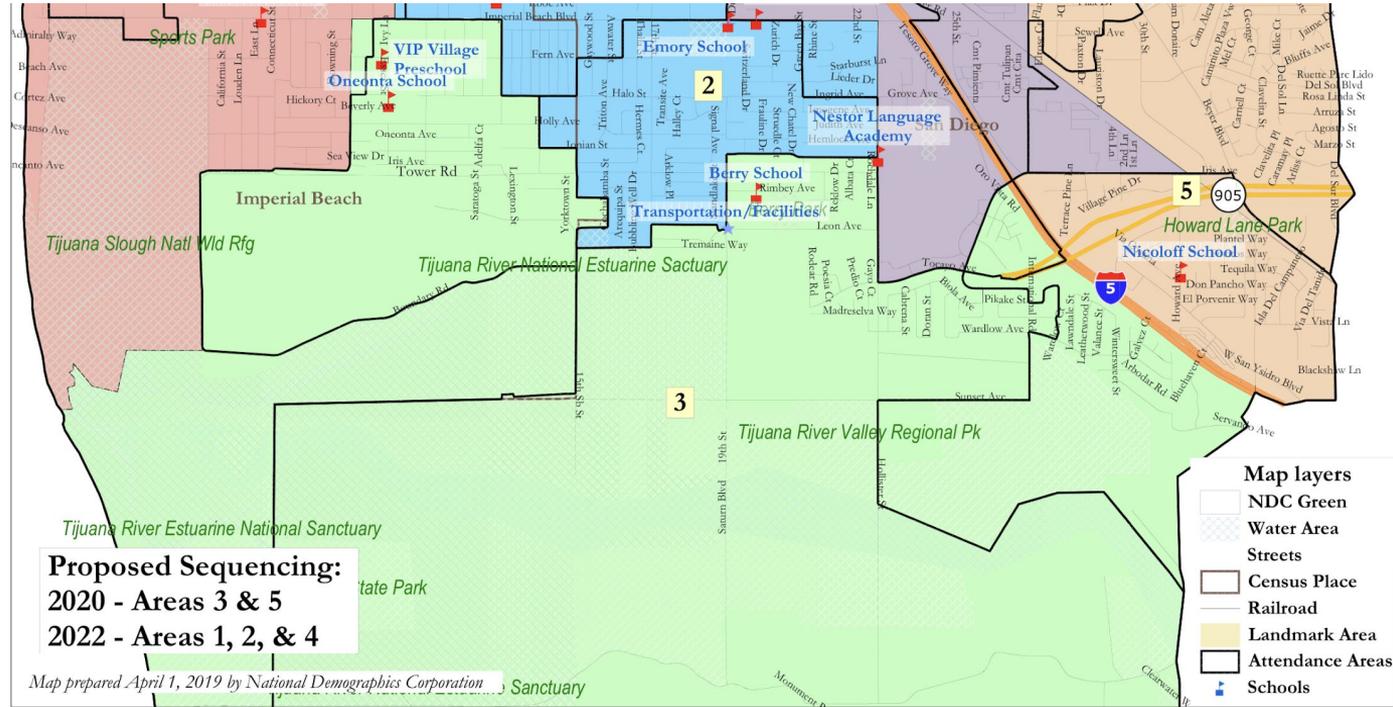
# Trustee Area 5

- Pence
- Nicoloff



# Trustee Area 3

- VIP
- Oneonta
- Berry
- Nestor





**Be on the lookout for the  
Listening Campaign Invite!**