

CAUSE PROPOSAL: Dec. 16, 2020

IMPACT BARGAINING

Elementary & Small Cohorts

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LEGEND

Proposals - abc - ABC

DRAFT Options (for discussion): abc - ABC

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The Union proposes:

1- Better monitoring, tracking, & contract tracing methods that keep all District personnel better informed, while still upholding HIPPA standards.

DRAFT Options:

- Teachers will be notified, via a confidential interactive document, of the status and conditions of students who are determined either COVID positive or presenting symptoms associated with COVID. The document will be available online for faculty to reference quickly and will be password protected.
- The District will maintain an internal-interactive chart, which contains the data on students and employees who present symptoms associated with COVID. Included on that chart, could be the following details:
 - a. the date the individual began presenting symptoms
 - b. the date the CUSD confirmed the individual was symptomatic
 - c. the date the individual (student or staff) are expected to return
 - d. the authority and method that cleared the individual to return to in-person learning

- The District will provide COVID tests of any student (and their family members) who is sent home with any symptoms associated with COVID.
- An email from the school nurse confirming communication (outcomes and/or status updates) with families.
- The District will increase the frequency of routine testing by testing District employees every other week.

2 - Minimize teacher aide/faculty movement and mixing between student cohorts.

DRAFT Options:

- CLASSIFIED Employees who work between cohorts will have access, through their supervising faculty or administrator, to the monitoring data contained in the document mentioned above.
- When a cohort is directed to quarantine any and all aides and specialists who have interacted with said cohort (*for more than 15 minutes in a 24 hour period*) within the last 14 days will be tested by the CUSD immediately, and will be placed on quarantine until the results of that test have been confirmed. An employee on quarantine, who is not experiencing any symptoms associated with COVID-19, may work remotely.

3 - Make more transparent the District's method of tracking and monitoring cleaning

DRAFT Options:

- The District will maintain and publish an interactive chart, per school site, which contains the cleaning schedules for rooms and confirmations on said cleaning status.
- Each classroom will contain a checklist of daily duties, which will be initialed and dated by the custodian upon completion of cleaning responsibilities.
- The Bargaining partners will work to create new temporary job classifications (non-precedential) that allow the CUSD to hire more staff dedicated to the sanitation of our school sites, without incurring the long-term fiscal obligations associated with permanent employment.

4 - Ensure that the current lines of communication are accessible and available to all staff who wish to report/ask questions about issues.

DRAFT Options:

- Each school site maintains an interactive and anonymous electronic form, where staff and faculty can report concerns, conditions, and ask questions on the topic of COVID mitigation efforts.
- The Bargaining partners will create an interactive, confidential, and password protected document for the purpose of the above. Said document will inform administrators, and prompt an administrative inquiry and feedback/response to the concerns, conditions, and questions contained in the document.

5. Act to minimize the potential for a COVID outbreak, as defined by County standards

DRAFT Options:

- Establish a lower threshold than 5% of the population before closure occurs.
- The CUSD will close all school that have been opened, once the county has returned to the PURPLE TIER.
- The CUSD will wait 4 weeks in the RED, before reopening in person occurs.
- CUSD will ensure a minimum 10 ft. distance of desks for secondary reopening.
- Increase outreach (and enforcement) to parents about HEALTH & SAFETY expectations. (ex. If family/house members don't feel well, they should keep their student home from school.)
- If a family/house member tests positive, students will not be permitted to attend in-person learning until they have a confirmed COVID test. If a student tests positive, and they attended classes in the previous 10 days before testing positive, the any staff, faculty, or student cohort who came in contact with the COVID positive student should be quarantined.

6 - Establish and publicize the criteria required and utilized in the District's "interactive process" (Transparently demonstrate how the District determines eligibility for candidates pursuing the opportunity to provide remote service.)

DRAFT Options:

- The District will publish criteria required and utilized in the District's "interactive process"
- The District will publish those remote employment opportunities that exist, as they come up.
- Human Resource Director will respond to inquiries and requests within an established period of time; ensuring that employees are aware of their candidacy, options, and eligibility.
- Faculty will be permitted / provided the opportunity to work remotely, in the event a substitute can not be found.

7 – Clarification on how the District intends to resolve concerns associated with rain, wind, inability to eat outdoors?

DRAFT Options:

- The CUSD will allow students to eat in hallways, gyms, multi-purpose rooms, etc. when they are unable to eat outdoors and in the open.
- Students will eat in shifts, to ensure that they are not eating (masks-off) in enclosed classroom environments.
- Due to concerns about being in an enclosed space without masks being worn, the CUSD will close in-person learning on days where inclement weather is forecast or expected to prevent outdoor dining.

8 - Clarification on how the District responds to faculty absence, based on its reopening plan. Clarification how the CUSD intends to use Instructional Aides in covering or substituting for absent faculty / teachers:

DRAFT Options:

- If permissible: Develop a document that clarifies associated topics (i.e. rate of pay, necessary professional development, and employees right of refusal to perform service).

- **If permissible:** The District will not direct this form of coverage until it is able to train the Para-educators or provide proof of past training.
- **If not permissible:** Should a supervising teacher be absent and a class require temporary supervision and no substitute is found a class shall be canceled and the students sent home or supervised by a credentialed employee. All parents should be notified of cancellation.

Ed. Code - 45344.

(a) Subject to the provisions of this article, any school district may employ instructional aides to assist classroom teachers and other certificated personnel in the performance of duties as defined in Section 45343. An instructional aide shall perform only such duties as, in the judgment of the certificated personnel to whom the instructional aide is assigned, may be performed by a person not licensed as a classroom teacher. These duties shall not include assignment of grades to pupils. An instructional aide need not perform such duties in the physical presence of the teacher but the teacher shall retain his responsibility for the instruction and supervision of the pupils in his charge.

(b) Educational qualifications for instructional aides shall be prescribed by the school district employer and shall be appropriate to the responsibilities to be assigned.

(Enacted by Stats. 1976, Ch. 1010.)