

DISTRICT COUNTER TO SCTA PROPOSAL 4/3/2020

Memorandum of Understanding
By & Between
The Sacramento City Teachers Association (SCTA)
&

DISTRICT COUNTER TO SCTA PROPOSAL 4/3/2020

~~treat SCTA as its partner regarding information gathering, developing plans, and decision-making.~~

1. **Remote Work Schedule:**

DISTRICT COUNTER TO SCTA PROPOSAL 4/3/2020

communications technology. It may also include the use of print materials incorporating assignments that are the subject of written or oral feedback. [This is CDE Definition]

~~District and State assessments scheduled after March 16, 2020 have been suspended.~~

~~Distance Learning activities provided to students will include enrichment, engagement, and review. Students will be "held harmless," and will not receive a lesser grade than their grade when District schools closed, as a result of engaging in distance learning during this unprecedented time. [DELETED BECAUSE REFERENCED IN PARAGRAPH ON GRADES BELOW]~~

3. Distance Learning Models: Consistent with the Governor's Executive Order online and aAs defined above, distance learning involves a variety of methods that a school district can use to "continue delivering high-quality educational opportunities." The parties recognize that they may use online learning separately and in combination with other distance learning instructional tools, including paper packets and other methods. If a bargaining unit member chooses to provide printed materials to students, the District shall be responsible for printing and distributing such materials to students. Classroom teachers will work with their supervisor to determine how paper packets will be made and distributed to students who need them.

a. Classroom teachers assigned to grades transitional kindergarten (TK) to second grade will utilize a hybrid model with online instruction via Google Classroom and any applicable Board adopted curriculum and paper packets as needed to ensure all student can access such curriculum.

b. Classroom teachers assigned to grade 3 to 6 will utilize a hybrid model, with online instruction via Google Classroom and any applicable Board adopted curriculum to all students and paper packets provided as needed to ensure all students can access such curriculum.

c. Secondary classroom teachers assigned to grades 7 to 12 will focus on their assigned subject area(s). A hybrid model will be used, with online instruction via Google Classroom to all students and paper packets provided as needed to ensure all students can access such curriculum.

4. ~~Availability of Curriculum and Other Resources: SCTA and SCUSD will work together to provide an accessible menu of curriculum aides and other resources for teachers to use o alr912 0 612for f~~

DISTRICT COUNTER TO SCTA PROPOSAL 4/3/2020

DISTRICT COUNTER TO SCTA PROPOSAL 4/3/2020

~~Instruction that assessments should not be used as a summative measure, but rather as a formative measure to gauge instruction and determine where students need support.~~

16. Reasonably Similar Roles for Unit Members: ~~The District has previously agreed in writing that certificated staff shall not be required to work outside of their job description. Consistent with Governor Newsom's "Framework for Labor Management Collaboration,"~~ It is understood that agreed by

DISTRICT COUNTER TO SCTA PROPOSAL 4/3/2020

deemed necessary ~~by the bargaining unit member~~, as well as communicate with families to provide support. Any appointments scheduled ~~may will~~ be conducted in person, by telephone, or through virtual tools.

Counselors ~~may will~~ provide virtual or telephone appointments to students for academic counseling, monitoring, and guidance. These appointments or conversations will be conducted in person, via email, via telephone, or ~~other through~~ virtual tools, ~~as appropriate~~.

Speech and Language Specialists ~~may will~~ provide individual and/or group virtual lessons. ~~If group lessons occur, parents must submit a permission slip that authorizes student participation in group meetings.~~ These lessons may be conducted in person, via email, by via telephone, or through other virtual tools, ~~as appropriate~~.

Unit members who currently maintain service logs for their work with students will continue to do so.

The Parties agree that accessibility of distance learning will be consistent with state and federal guidelines for meeting the needs of students with disabilities.

- #. Nonclassroom Based Educators. Unit members assigned to positions outside of the classroom, including, but not limited to counselors, social workers, nurses, school psychologists, behavior specialists, training specialists, program specialists, and speech and language will participate in professional learning modules to transition supports to distance learning and supporting students remotely. They will be available via phone, email, or any other format that established with their supervisor, students, and/or others they support during contract hours as they continue to perform their duties during the school closure.

Prep specialists will develop activities for their students and create grade-level Google classrooms.

19. Regular Meetings to Provide Equitable and Appropriate Education for Our Students with Special Needs: The parties agree to meet regularly to address implementation of guidance from the California Department of Education as well as the federal Department of Education in order to provide equitable and appropriate education for our students with special needs.
20. Collaboration: Consistent with section 5.11 of the current Collective Bargaining Agreement (“CBA”) between the District and SCTA, unit members will collaborate Staff ~~may collaborate as necessary and appropriate~~ while they are engaged in Distance Learning. Collaboration will be conducted in a manner that complies with guidelines set forth by the Center for Disease Control (CDC), Sacramento County of Public Health and state guidelines. ~~Recognizing this unique situation, the time and manner of collaboration will be determined by the teachers.~~

DISTRICT COUNTER TO SCTA PROPOSAL 4/3/2020

21. Response to Alternative Requirements: In the event the State of California deems alternative requirements for schools in response to COVID-19, the parties agreed to meet immediately to negotiate on the impact.

DISTRICT COUNTER TO SCTA PROPOSAL 4/3/2020

23. Extra Duty Stipends: The District will pay stipends set forth in Article 12 of the parties' collective bargaining agreement for the entire 2019-20 school year.

24. ~~Reopening of Schools~~: ~~The District and SCTA recognize the importance of maintaining safe and healthy facilities and operations for the benefit of students and the communities served by the District and teachers and staff, as well as the importance of prudent measures to prevent District employees, students, their families and other users of District facilities from being exposed or infected with coronavirus. Toward that end, the District agrees~~
 - a. ~~All facilities are functioning and sanitized according to state and county public health and other agency regulations, including full compliance with Cal OSHA~~

DISTRICT COUNTER TO SCTA PROPOSAL 4/3/2020

31. Collective Bargaining Agreement and Non-Precedence: All components of the current