

Union Notes – May 27, 2021

Our SDEA bargaining team met this week with the District and made proposals on safety and the District's planned Virtual Academy. We are engaging in bargaining again because our safety agreement expires at the end of July. Also, we are engaging in impacts and effects bargaining around the District's planned Virtual Academy.

Safety Proposal

The SDEA team made a proposal that makes it abundantly clear that ***in-person educators will not be required to deliver online instruction next year.***

This was in response to the District proposal, from last week, potentially requiring in-person educators to provide online services to students who must quarantine.

Our proposal provides for asynchronous instruction to the students who have to quarantine. We must get back to the status quo ante, and the status quo ante did not include our members having to provide online instruction for students who are not present for in-person instruction.

SDEA made a strong proposal to ensure that any SDEA member who is required to be quarantined by the District would not be expected to utilize his or her own sick leave balances. Instead, under the union proposal, the District would cover the leave. This is a proposal that is fair to union members who must quarantine. It's also fair to the District in light of the federal and state funding support they've received in response to COVID. Also, given the fact that many of our members have been vaccinated, they will not have to quarantine for being a close contact.

Lastly, SDEA proposed that the safety provisions require the District to utilize the highest minimum standard when interpreting potentially incongruent health and safety guidelines from public health authorities.

Other Safety Proposal Highlights

- Continued masking requirements, until there is updated guidance from the relevant public health authorities, which would trigger reengagement with UCSD experts and bargaining. The District is not on board with this proposal - they'd rather follow the guidance issued by either the County or State public health agencies.
- Removing the burdensome contact tracing requirements on SDEA member school nurses. This is primarily clerical work that can be performed by staff trained on contact tracing. The District is so far not committing to removing this work, despite the massive funding they've received for responding to COVID.

Safety Proposals

- [SDEA Proposal to SDEA – 5/26/2021](#)

- [District Proposal to SDEA – 5/24/2021](#)
- [SDEA Proposal to District – 5/24/2021](#)
- [District Proposal to SDEA – 5/18/2021](#)

Virtual Academy

Our bargaining team expressed our shared interest with the District around establishing a distinct online program that would be available for the students and families who opt to stay online next year. Despite that shared interest, there are significant concerns related to the potential funding for the online program going into the 2021-2022 school year. As it stands right now, the state is gearing up to ensure that funding is not provided for online instruction— or if it is provided, indications are that it will be at a reduced rate of funding. Why is the state doing this? The governor and leaders on education in the State Assembly want to disincentivize school districts from continuing to offer instruction exclusively online next year.

Despite all of that, the District’s proposal to provide an online Virtual Academy did not appear to take into consideration the potential funding limitations that the state may place on online offerings next year. This is a concern for us, because if the District creates a gigantic new program that is potentially not funded by the state, it will negatively impact our schools and our students.

In response to that, SDEA proposed that the Virtual Academy be capped at 2% of the overall District enrollment. We also proposed contingency language that would ensure we re-engage in negotiations in the event that the Virtual Academy is deemed either not in compliance with the pending state budget law, or results in less than anticipated funding for students involved enrolled in the Virtual Academy.

We also shared our dismay at the District’s premature communication with parents about a Virtual Academy. It’s simply too early to ask parents to commit to enrolling in a Virtual Academy right now—the state budget has not been finalized, the instructional model has not been determined and the agreement with SDEA has not been reached around a Virtual Academy. The District jumped the gun.

Other Virtual Academy Proposal Highlights

- Priority for qualified educators with accommodations needs. The District is pushing back on this.
- SDEA proposed, and District appears to accept our proposal to not force educators who are excessed into Virtual Academy positions.

Virtual Academy Proposals

- [District Proposal to SDEA – 5/26/2021](#)
- [SDEA Proposal to District – 5/24/2021](#)

- [District Overview of Virtual Academy – 5/18/2021](#)

What is Up with Bargaining our Main Contract?

The past year-and-a-half has been spent primarily bargaining protections for union members around the impact and effects of the pandemic. This has meant that we have had to pause bargaining over our main contract, which is open. At Tuesday's SDUSD Board meeting, our union presented, again, the primary areas we intend to bargain over with the District. These areas were informed by member bargaining input, [and the bargaining platform approved by SDEA members.](#)

Statewide Bargaining Priorities Survey

At the May Rep Council, ARs and CRs were briefed on our bargaining goals for the upcoming year. SDEA has been working with nine other large locals across the state to build power and fight for the schools our students and educators deserve. That statewide work has resulted in our strong Health and Safety MOU and our Return to Sites MOU. We are continuing that statewide work by surveying our members to determine common bargaining priorities across the state. By determining our common goals, we can work together to push the lawmakers in Sacramento for a bigger pie, instead of fighting with our respective districts over how big our slice should be.

Please check with your AR or CR to find out when your next SDEA site meeting is scheduled and how you can take part in the statewide survey.

SDEA Spring General Elections

Thank you to every SDEA member who participated in our union's democratic process and voted in the 2021 Spring Election. Results can be found [here](#).

Only 5 Days Left for SDEA's Disability Enrollment!

Don't miss your chance to apply for CTA-endorsed Disability and Life insurance. This opportunity only happens every 2-3 years.

[Learn more or apply](#) through May 31, 2021.

If you've already applied, you will receive a confirmation email from The Standard when you've been enrolled. It will be sent to the email you provided on your application and include links to important information about CTA-endorsed Disability and Life insurance.