

October 12, 2020

## **UTSC to SCUSD Sunshine Proposal**

### **Safe and Healthy Schools under COVID-19 MOU Bargaining for 2020-2021**

UTSC's proposals and responses to District proposals will be guided as follows:

#### All students deserve safe and healthy schools

The health and safety of our students, educators, and families is our first priority. No child can learn in an unsafe environment. No educator can teach with their health and safety at risk. No future is secure without health and safety in place.

UTSC supports the implementation of all federal, state, and county public health departments requirements as the bare minimum. However, our students deserve more than the bare minimum when it comes to safety. A multi-layered prevention approach offers the best protection for students and staff returning to in-person learning.

The key layers include: 1) a system and protocol for regular COVID-19 testing and immediate contact tracing; 2) the smallest cohort sizes practicable; 3) minimizing contacts for all staff and students; 4) appropriate ventilation is standard and outdated filtration systems are replaced; 5) every classroom and employee has sufficient supplies of masks, soap and hand sanitizer, and gloves, face shields, plexiglass separators and advanced PPE where needed to address the many and differing needs of our educators and students; 6) 6 feet physical distancing; 7) protecting those at greater risk; 8) consistent, robust cleaning and disinfecting protocols; and 9) the personnel are trained and qualified to help us all maintain safe classrooms, offices and common areas.

Our goal is to educate all of our students, but until we can guarantee that in-person instruction is safe for everyone, that goal is best achieved with distance learning.

#### Establish equitable and effective learning environments

Our students' education is vitally important, and we must strive to maximize academic and social-emotional growth for all the students we serve. The plans for hybrid instruction need to be based on the needs of students at every grade level, must recognize and respond to the challenges of teaching in-person in a COVID environment, and must provide educators the freedom to design and implement lessons, assessments, and feedback to students that is educationally sound at all times. Teachers need time to teach. Professional educators know which practices are best for our students, and we will always strive to advance our students' educational performance.

Students must be provided learning options, including online learning, that address this concern. Educators with at-risk medical conditions or with family members who are at-risk should be allowed to provide educational services that accommodate their situations.

All proposals that impact the mechanics of instruction, days, hours, or other student learning conditions implemented by educators will be bargained to ensure that our students', educators', and their families' issues and concerns are addressed and agreed to before in-person instruction begins.

Transparency, openness, and collaboration

Ensuring that decisions about school re-openings are made with as much information as possible requires that the certificated and classified employees are intricately involved in the process. We are the ones who do the daily work of educating our community's students, and we and our students are the ones who are most at risk as schools re-open. Including educators in the decision-making process is essential in achieving our shared interest of keeping our students safe and healthy. The District has an obligation to be forthcoming, honest, and transparent. Successful reopening of schools is not possible without educators' direct involvement and cooperation.

As the parameters of the current pandemic evolve and new and unknown challenges occur, United Teachers of Santa Clara reserves the right to return to the bargaining table to clarify, consider and bargain these challenges and any changes to working conditions.

///