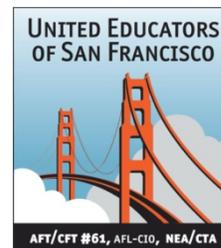


Crisis Distance Learning Tentative Agreement Summary



UESF has reached a tentative agreement on a Memorandum of Understanding (MOU) with SFUSD on crisis distance learning. The Bargaining Team based proposals on member-identified priorities, resulting in many significant wins, including flexibility for educators who are parents; a stipend for ALL bargaining unit members to help with the cost associated with working from home; additional training and planning time for all certificated members, paraeducators and substitutes; a SPED taskforce to address the assessment backlog; a process for members who need access to a District work space; and educator determination in the type, time, and duration of 120 minutes of daily synchronous interaction and instruction.

This agreement is pending a vote of UESF members as well as the SFUSD School Board. If ratified by UESF members, the agreement will remain in effect until June 30, 2021, or until students return to in-person instruction. Once this crisis distance learning agreement is ratified, UESF and SFUSD will continue negotiating an additional agreement that outlines the necessary conditions for a return to a hybrid and full in-person instruction.

Crisis Distance Learning

- Adherence to California Ed Code minutes of instruction
- District provides priority for students who receive Tier 3 supports or who have IEPs.
- Means and methods of instruction determined by educator, including live instruction
- Weekly schedule and planned subject matter content must be shared
- No requirement to be onsite, except for limited critical duties, until in-person instruction resumes on site
- Any changes to live interaction and instruction require consultation with UESF.

Leaves/Pay and Benefits

- \$400 (taxable) stipend per unit member for costs associated with DL
- Leaves per Families First Coronavirus Relief Act (FFCRA), up to 10 days/two work weeks

Evaluations

- No formal observations prior to Sept. 30th, 2020
- Both parties agree to discuss the evaluation process, including which CSTPs would be used.
- Before implementation both parties shall agree to any changes to the evaluation process
- PAR process will be revised by UESF/district work group by Aug. 17.

Itinerant Teachers

- Itinerant teachers will have a defined role (rather than being an afterthought).

Special Education

- Convene task force to address backlog of assessments. The task force will make a recommendation to address the issue by August 20th to SFUSD Superintendent and UESF President.
- To the maximum extent possible, provide time within the workday for regular PD, training, and staff collaboration for Special Education staff and all who work with students with IEPs.
- Substitute coverage during IEP meetings and assessment administration, if requested

Counselors, Social Workers, Nurses, Teachers and Paraeducators on Special Assignment

- Clarify roles of support staff in developing strategies and programming to support students during crisis distance learning.

Substitutes

- Plan for substitute assignment by UESF/District task force by August 14, 2020
- Two paid days of training, one of which is District Digital Learning Day (Monday, August 10th)
- Negotiation on days of work shall be agreed upon no later than August 20th, 2020.
- Access to same applications and curriculum as teachers for whom they sub (applicable to paraeducators)

Training

- To the extent possible, training will be during the contractual workday.
- Paraeducators can access training during their contractual day, if schedule allows, and use QTEA hours outside of their contractual day.

Days and Hours of Employment

- All unit members will work contractual hours.
- 120 minutes of daily synchronous instruction for all certificated members for preK-12, 60 minutes for OST, or more with teacher discretion.
- Unit members with children who are required to remain home from school shall be granted a reasonable amount of time within the work day without loss of compensation to supervise their children's distance learning.
- Paraeducators will have one hour to meet with other staff per week
- PreK-12th grade teachers, including OST teachers, will determine the specific times and duration within the instructional day for synchronous and asynchronous instruction.

Equipment & Materials

- Voluntary access to sites to pick up equipment, materials, and supplies
- A survey to understand how many educators, and from which sites, need access to District workspaces will inform the District in assigning educators workspaces, with a goal of access no later than Sept. 8.
- The District will provide all bargaining unit members the necessary equipment and supplies in support of distance learning.