

Joint Communiqué #1
From the RCTA and RUSD Interest-Based Bargaining (IBB) Team
2020-2021
July 23, 2020

We are currently negotiating many items regarding the return to the school year for 2020-2021. Future negotiations dates are July 24 and July 28. In the interest of providing information in a timely manner, we are able to respond to some of the questions you have.

MOU Update

- 1. Will teachers be able to work from their class or from home during in-person?**
 - During Phase 1 (distance learning) of the In Person Hybrid Instructional model, no employee shall be required to physically report to a worksite. Employees have the right to request access to work from a classroom/office worksite during the hours of 8:00 a.m to 2:00 p.m. as the employee deems necessary.

- 2. Will teachers who teach virtual have to move out of their room?**
 - During Phase 1, regardless of program choice, employees will not be moving classrooms.

- 3. Can teachers take their own children to work with them if they choose to go into the school site?**
 - No, due to safety precautions and District liability protocols no employee's children will be allowed on campus during work hours.

- 4. Will teachers be evaluated during the 2020-2021 school year?**
 - Formal observations will not occur until after October 1, 2020.
 - Evaluation and goal settings timelines and forms will be submitted via email. Pre and Post conferences will be virtual meetings.
 - Evaluations process for the 20-21 school year shall contain a statement that the teaching and working conditions have changed greatly. These conditions shall be considered and documented in the final evaluation document.

- 5. How will virtual program choice teachers be selected?**
 - Priority will be given to employees who are considered high-risk according to CDC guidelines.

- Selection will be determined by the following criteria:
 - First priority will be given to any employee who “**is at increased risk of severe illness**,” as listed by the CDC and provides medical documentation with specific restrictions/ accommodations as per ADA requirements.
 - In the case that there are multiple employees available for one opening, the District will place employees based on District seniority and the credential(s) held by the employee.
 - Second priority will be given to any employee who “**is at increased risk of severe illness**,” as listed by the CDC and provides medical documentation without specific restrictions/ accommodations that identify the Virtual setting as the only accommodation based on the criteria per ADA requirements.
 - In the case that there are multiple employees available for one opening, the District will place employees based on District seniority and the credential(s) held by the employee.
 - Third priority will be given to any employee who “**might be at an increased risk of severe illness**,” as listed by the CDC but the medical documentation provided may or may not define specific restrictions/ accommodations as per ADA requirements.
 - In the case that there are multiple teachers available for one opening, the District will place employees based on District seniority and the credential(s) held by the employee.
 - Fourth priority will be given to any employee who has **an identified family member** that lives in the house and is identified by a medical doctor to be in the high-risk category as listed in the CDC.
 - In the case that there are multiple employees available for one opening, the District will place employees based on District seniority and the credential(s) held by the employee.
 - If more employees are needed for Virtual or Home Base programs, voluntary transfers can be considered and placement will be based on credential(s) needs and District seniority.
- At the end of the 2020-21 school year, all Certificated employees on a medical, health, or FMLA leave, or transferred as a result of Coronavirus staffing needs will return to their last school site and then the normal voluntary/involuntary process will occur as per the CBA language. The district maintains their right for assignment of itinerant staff.

Tentative Agreement Update

1. When will the Tentative Agreement and retroactive raise be taken to the School Board?

The Tentative Agreement will be submitted to the Board for approval at the August 4, 2020 scheduled meeting. Pending approval of the Board, retroactive pay will be included in August 2020 pay warrant.

The IBB Team meeting will be reconvening on July 24, 2020.

IBB RUSD/RCTA Negotiation Team:

Neil Bodine (Facilitator)	Renée Day
Michelle Cortés	Fernando Hurtado
Mays Kakish	Laurie Irvin
John McCombs	Christine Pollitt
Jeanette Prescott	Katie Runyan
Lindsey Rosa	Ulises Romero
Lawanna Stewart-Barnes	Sarah Vigrass
Kyley Ybarra	Laura Boling (Guest)
Bridgette Bodine (Guest)	