



November 5, 2020

STA & SUSD Joint Bargaining Communique

We write today together as the STA and SUSD negotiations teams striving to share a message that is clear and uniform for all.

Our teams met Thursday, November 5th, to further clarify processes for teacher site-returns and student site-returns. This primarily involved STA sharing concerns regarding the impacts on teachers and students of school reopening timelines and methods. The District emphasized pronounced concern for students under-engaged or otherwise underperforming in the current context.

Topics of discussion included:

- **The District's original forecast November dates are postponed.** Teachers are not required to return to their sites this Monday, November 9th, as originally forecast. New dates for aspects of school site-returns are being negotiated. Examples of possible dates were considered today, but nothing was settled.
- **Concerns related to potential COVID surges following holidays/vacations** (most notably following the November and December breaks)
- **Medical vulnerability of many teachers and/or household members impacting short-term and long-term risks of in-person instruction.**
 - Letter sent today from SUSD's Katrina León, Interim Assistant Superintendent of Human Resources, addresses some aspects of this concern. Teachers are encouraged to review this letter to determine any relevant courses of action.
- **Additional factors affecting timing of teacher transition to sites**
 - Mid-school-session shifts in instructional delivery
 - Childcare/Schooling for their children
 - Labor logistics of Distance Teaching from school sites
 - Teachers experiencing higher workload with Distance Learning
- **Teachers' need for detail on safety and labor-related themes**
 - Details on site safety readiness (e.g. announcing completion milestones, review of site safety plans, etc.)
 - Explicit action procedures for both enforcing students following safety guidelines and how to address lack of compliance
 - Consistency of current site safety practices



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● **Student cohort design**

- SUSD and STA are working on ideas to ensure maximum access for students in need that equitably address student and teacher safety.

As stated earlier, the District’s original forecast November dates are postponed. New dates for aspects of school site-returns are being negotiated, as timelines and dates remain closely intertwined with safety. **Dates for return are still being negotiated by STA and SUSD.** Teachers are not required to return to their sites this Monday, November 9 as originally forecast.

Our next bargaining meeting is still being scheduled as we continue negotiations about all that involves safely returning to school sites.

To guarantee that we all STAy directly informed, every teacher is encouraged to stay frequently engaged with online communication. This includes ensuring STA has your most current contact information (both personal email address and phone number), as well as continuing to check your SUSD work emails and faithfully review information sent to each.

Teachers wishing to contact STA regarding these matters should email from their personal email address to <STABargaining@StocktonTA.org> rather than using District email.



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Small Acts, Big Change #EveryChildMatters