



# BARGAINING UPDATE

**March 4, 2021**

**Is GUSD moving towards a safer, more sustainable, and more equitable return to campus? ✘**

**GTA's Proposal is Safer for Everyone.**

GTA's Proposal		GUSD's Counter Proposal
No mandated return for any member until after the opportunity for full vaccination and no sooner than April 19	✘	GUSD's proposed return date does not allow enough time for educators to become fully vaccinated.
No mandated return to campus for service providers, counselors, and teacher specialists	✘	GUSD's proposal requires everyone working in elementary schools, and all service providers, to return to campuses starting March 13 or March 22, whether or not they are needed physically.
Option to continue working remotely for those with a documented medical condition, those who live with someone with a documented medical condition, and those whose medical condition or religious belief makes them unable to be vaccinated	✘	GUSD's proposal requires educators to take leaves of absence rather than work remotely, unless Human Resources is required by law to make accommodations.
Additional school nurses to ensure a full-time nurse at each campus.	✘	GUSD's proposal will not decrease the caseload of <b>credentialed school nurses</b> who are currently responsible for Contact Tracing and all other COVID-related health duties.
No eating in the classroom, or any event that requires the removal of masks in the classroom	✘	GUSD's proposal requires teachers to supervise snack breaks. Indoor dining may occur on GUSD campuses, which means that masks are not being required indoors at all times.
Accountability procedures to ensure classrooms/workspaces shall be cleaned according to the agreed upon schedules, and that PPE is kept in inventory and immediately available to members	✘	GUSD struck proposed language that would provide educators with classroom cleaning logs, inventory lists of PPE, and repair status logs for inoperable classroom windows.
Full implementation of the district's Feb 1, 2021 <a href="#">Covid Safety Plan</a> that GUSD submitted to the county in order to reopen. This includes a maximum of 14 people in each stable group (students and adults), minimizing the intermixing of stable groups and cohorts, a minimum of 6 feet distancing planned in each room, and asymptomatic testing for students and staff every 2 weeks while we are in the purple/red tier	✘ ✘ ✓ ✘ ✘	<p>The COVID Safety Plan (CSP) is a public document that is required by law to reopen schools. It is published on every elementary school website. GUSD's proposed language contradicts their existing CSP, for example:</p> <ul style="list-style-type: none"> <li>• GUSD struck language that would restrict group size to "14" students and adults, even though that is promised in the CSP.</li> <li>• GUSD struck language that they promised in the CSP regarding minimizing opportunities for stable groups to intermix with other groups/cohorts</li> <li>• GUSD agreed to ensure that six feet distancing is possible within classrooms.</li> <li>• GUSD qualified that asymptomatic testing of students and staff while in the purple/red tier shall be "voluntary."</li> <li>• GUSD struck GTA's proposed language which would prevent the district from altering the CSP without negotiating the impacts.</li> </ul>
Option to work remotely in the afternoon after students are dismissed to allow more time for classrooms to be cleaned	✘	GUSD struck GTA's proposed language allowing educators to work off campus in the afternoons when students are not present.
Minimize visitors to campus; school tours and all meetings will continue to happen remotely	✘ ✓	<p>GUSD did not agree to conduct school tours remotely.</p> <p>GUSD agreed to continue meetings remotely</p>
An updated MERV-13 filter or better in every classroom and workspace AND enough portable HEPA air filters necessary for the volume of the room.	✘	GUSD countered with a MERV-13 filter <b>and/or</b> a HEPA air filter in each classroom.

**GTA's Proposal is More Sustainable for Educators.**

GTA's Proposal		GUSD's Counter Proposal
Option to teach with a full-time assistant (instructional aide) or an EEELP teacher	✗	GUSD rejected GTA's proposed language that teachers shall have the option to work with a classroom assistant--this is the same support that is provided in tech pods and current pilot classes. In addition, GUSD proposed that teachers and students in TK and K will lose their EEELP teacher who has been working alongside the class since August.
A joint statement between GTA and GUSD regarding the protocol that teachers maintain 6 feet distance from their students, and that continuing distance learning strategies will help support existing routines	✓ ✗	GUSD agreed to issue a joint statement about instructional practices and safety, but (curiously) struck language regarding addressing issues of equity.
A mid-morning, 30-minute duty-free break for teachers in grades 1-6 while students attend recess and snack. For TK-K, a 15-minute, duty-free break for teachers, and a 15-minute recess break for students.	✗	GUSD rejected language that would allow teachers to take a 15-minute break while students attend snack.
5 optional release days or 36.25 hours of paid time for teachers to prepare their classrooms, plan, and/or attend PD that can be used until May 15	✓ ✗	GUSD agreed to language allowing teachers 5 days to prepare classrooms or attend professional development for hybrid learning - but will require that this time be spent during Spring Break or on Saturdays and must be used by April 10.
No-cost childcare option for the children of district employees that encompasses the full contractual day	✗	GUSD struck GTA's proposed language regarding childcare options for the children of educators and did not offer an alternate childcare plan for employees.
Option for EEELP teachers to continue working with the classroom they are currently assigned or teach in the employee childcare centers that we proposed	✗	GUSD countered that EEELP teachers shall be removed from the TK/K classroom where they are currently working with students and proposed that EEELP teachers be reassigned to provide childcare (possibly in Tech Learning Pods - GTA will seek clarity).

**GTA's Proposal is More Equitable for Students.**

GTA's Proposal		GUSD's Counter Proposal
Individual basket of school supplies for each student, including a Chromebook and headset with a microphone to allow in-person and remote students to participate in the same activities at the same time	✗	GUSD agreed to provide un-specified materials, but struck GTA's proposed language guaranteeing classroom Chromebooks, headsets with a microphone and charging station (and a list of other supplies) required for equitable and consistent instruction.
A consistent instructional schedule across all grade levels and campuses in which in-person groups meet 2 days per week	✗	GUSD's counter allows for instructional schedules to vary among grade levels and among sites; and for some students to report 2 days per week while others more often than that.

**Next Bargaining Date: March 8<sup>th</sup>**

**GTA Bargaining Team: Sarah Morrison (Chairperson), Lisa Avery (Secretary), Lenore Piskel, Angelina Thomas, Chris Davis, and Nate Banditelli (CTA Executive Director)**