

**DATE:** June 23, 2020  
**TO:** SBTA Members  
**FROM:** Rachel Monárrez, Ph.D., Assistant Superintendent, Continuous Improvement  
 Ashley Bettas-Alcala, President, San Bernardino Teachers Association (SBTA)  
**CC:** Cabinet, Principals, Assistant Principals  
**SUBJECT: COMMUNICATION CASCADE – 2020/21 Return to School**

During the June 16, 2020 Board meeting, the Board received recommendations for the 2020-21 school year. This cascading communication is an attempt to clarify those recommendations and most importantly the impact on SBTA members.

First, it is important to share that the guiding principles stated during the presentation have and continue to be forefront in this work. The four guiding principles are listed below.

1. Ensure health and physical safety of our students and staff
2. Adhere to federal, state and local guidance
3. Provide high quality learning experiences
4. Provide safe and accessible work conditions

What was shared during the Board meeting outlined the *what* of the reopening of schools but not the *how*. You may have heard statements that left questions in your head. As a District we are still working through the implementation plan of the work and will be asking SBTA members to be a part of the implementation planning. Additionally, each school will form a Physical Distanced School Implementation Team (PDSIT) to work through the specific context of the school. We have developed a phased in approach for the PDSIT:

<b>Phase 1</b>	June 23-July 13	<i>Physical Preparation Analysis</i>
<b>Phase 2</b>	July 14-July 22	<i>Communication and Contingency Scheduling</i>
<b>Phase 3</b>	July 23-July 31	<i>Procedural Training</i>
<b>Start of School Year</b>		<i>Virtual &amp; Soft Opening**</i>

\*\*Subject to change dependent on current CDC/CDE guidelines, Governor's Executive Orders and/or local guidance

Additionally, rest assured there are still district level work teams that will address specific implementation details related to a specific group of SBTA professionals. An example of this is

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the moderate/severe work group that was mentioned during the Board presentation. This group has not been formed, however, there was a work group who developed implementation plans for distance learning and the reopening plan will be similar in nature. The Special Education Department will work with SBTA and moderate/severe case carriers to outline a more detailed plan.

Furthermore, as you know, there are many details of the implementation plan that will be outlined through the negotiation process. SBTA and SBCUSD negotiations teams are looking forward to developing these details collaboratively through the negotiation process. This includes outlining what a ‘soft start’ will look and sound like, a blended/hybrid approach and accommodations for employees who cannot return to work due to varying circumstances.

Immediate next steps include:

1. Human Resources gathering data from all employee groups regarding ability to return to work.
2. Our first negotiation meeting is scheduled for Tuesday, June 23, 2020.
3. Re-sanitizing and cleaning schools and district buildings.
4. Orientating school leaders on the phases to prepare schools for the 2020-21 school year



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