

# **SBTA ALL MEMBER ADVISORY**

TO: ALL SBTA MEMBERS  
FROM: SBTA Bargaining Team  
DATE: February 16, 2021  
RE: COVID -19 MOU UPDATED

SBTA and the District have reached agreement on the extension of our original Memorandum of Understanding School Re-opening/Continued School Closure COVID-19 which expired on January 31, 2021. Per SBTA Bylaws, the MOU was approved by the SBTA Executive Board acting as Rep Council on February 3, 2021 and then presented to the SBCUSD School Board on February 16, 2021. Tonight, the SBCUSD school board approved the MOU and it is in effect from February 1 - June 30, 2021.

Because of certain developments at the federal level and some learnings at the District level as well as feedback SBTA members provided our Negotiations Team and leadership, SBTA and the District found they first had to tackle the issues of LEAVES, along with two other areas. Below is a brief synopsis of the changes that resulted from this latest round of negotiations.

**LEAVES:** On December 31, 2020 the federal provision that paid leave could be used for COVID-19 related absences expired.

- SBTA and the District agreed that 10 days of paid leave will continue and can be used:
  - o if the employee is quarantining or experiencing symptoms & unable to complete work from home.

All other LEAVES in the Collective Bargaining Agreement are still available.

**INSTRUCTIONAL INTERVENTION:** SBTA and the District together examined student assessment data reflecting student instructional support needs. We agreed that:

- Teachers would use assessment data gathered on their students
- The data would help teachers identify students needing extra support
- Site Administrators will work to collaborate with teachers in determining most effective ways to provide academic support to meet students' needs AND how to do so within the contract work day.

**FINANCIAL SUPPORT FOR DISTANCE LEARNING:** SBTA and the District agreed to the following enhancements recognizing the fiscal impact on all SBTA bargaining unit members working from home:

- \$25 monthly allowance for internet and utilities has been increased to **\$100** monthly for all SBTA bargaining unit members.
- One-time stipend of **\$500** paid on or before March 9, 2021 for working from home and to support safe and ergonomic home settings.

SBTA is proud to have been able to both enhance benefits to our members and to have worked successfully and collaboratively with the District on behalf of our members efforts to support our students. This Agreement is valid through June 30, 2021 but is subject to renegotiation if new law comes into play.