



Negotiations Update

August 21, 2020

DISTRICT OFFERS TEACHERS' UNION EARLY RETIREMENT INCENTIVE AND SAFE WORKING CONDITIONS DURING DISTANCE LEARNING IN 2020-2021 SCHOOL YEAR

The District and its teachers' union (MEA) have an existing three-year contract covering all conditions of employment. However, due to COVID-19 the District and MEA have been negotiating a reopening MOU addressing safety conditions and other arrangements for the 2020-21 school year. **The District's most recent proposal presented to MEA on Friday, August 21, 2020, protects both staff and students, and includes the following:**

- Early Retirement Incentive up to 60% of final salary for eligible unit members
- District will comply with all public health guidelines to mitigate COVID-19
- District will provide all staff with appropriate PPE and all schools will adhere to public health safety procedures and protocols
- District will approve remote work for teachers who may be at high risk for COVID-19 due to health concerns through the interactive process
- Clear procedures for moving from distance learning to other instructional phases
- Teachers may work from home if school campuses are ordered closed
- Small group and/or one-to-one student instruction for special needs students when authorized by the state
- Unit members can work remotely in Phase II for the identified 10 flexible minimum days

This proposal is in line with the Board of Trustees' adopted plan involving three phases in reopening schools under its COVID-19 Response which addresses student and employee safety issues during the pandemic. Consistent with San Joaquin County Public Health COVID-19 health orders, teachers have been working from their classrooms since August 6, 2020, and are providing Distance Learning to students at home. The District has received positive responses with this arrangement from parents, students, and teachers.

This Distance Learning model also addresses new attendance and funding accountability requirements mandated by Senate Bill-98, and supports our students in receiving quality virtual instruction from their teachers located in an educational setting. Teaching virtually from their classrooms gives our teachers and staff ready access to technology and other District supports to ensure that the quality of virtual instruction provided to our students is at the highest level possible, under the circumstances.

The District looks forward to finalizing its reopening MOU with MEA in the following days.

For full details of the District's proposal please see www.mantecausd.net/negotiations