

**Proposal From
The San Diego Unified School District
To
The San Diego Education Association**

District Proposal Passed December 3, 2020

Phases Two through Four of the Return to Onsite Instruction in the 2020-2021 School Year

The District presented the plan for Phases Two through Four on December 3, 2020, to give the bargaining unit notice and opportunity to identify any impacts and effects the bargaining unit wishes to negotiate. The District looks forward to SDEA's counter proposal including any identified impacts and effects related to the attached plan for Phases Two through Four.

The San Diego Unified School District ("District") and the San Diego Education Association ("SDEA"), collectively referred to as the "Parties," have reached this Memorandum of Understanding ("MOU").

WHEREAS, the Parties agree that the health and safety of our students, staff, families and community is at the forefront of a return to onsite instruction; and

WHEREAS, the Parties reached an Agreement on July 28, 2020 to meet with a mutually agreed to panel of relevant health experts; and

WHEREAS, science-based criteria for a safe reopening was developed based on continued input and discussion with a panel of health experts from the University of California San Diego (UCSD); and

WHEREAS, return to onsite instruction is contingent upon San Diego County meeting the State criteria to resume onsite instruction; and

WHEREAS, the Parties acknowledge that guidelines, requirements, and procedures may change based on State and/or County guidelines and evolving scientific information; and

WHEREAS, the Parties agreed to implement a phased-in return to onsite instruction in the 2020-2021 school year; and

WHEREAS, the Parties reached agreement on the Return to Online Instruction on July 30, 2020 and Phase One of the Return to Onsite Instruction on August 25, 2020; and

WHEREAS, Phases Two through Four of the return to onsite instruction will be implemented as outlined in Exhibit A; and

The District reserves the right to modify, amend, delete, or add to its proposals throughout the course of the negotiations. Language written in italics is intent language and will not be included in the final Agreement.

WHEREAS, in order to best support educators, the District will conduct a survey to identify staff members who request an accommodation under the ADA or who may have a hardship circumstance; and

WHEREAS, the Parties met in good faith to bargain the impacts and effects of the District's plan for Phases Two through Four of the return to onsite instruction.

NOW THEREFORE, the Parties agree as follows:

1. Workload. During Phases Two and Three unit members will utilize one day per week for professional development, collaboration and planning following the student check in and assignment of asynchronous work.
2. Training. The District will provide training for new or existing technology including live streaming technology and instructional strategies.
3. All components of the current Collective Bargaining Agreement, and the July 30, 2020 Agreement, between SDEA and the District not addressed by the terms of this Agreement shall remain in full effect.
4. This MOU is non-precedent setting.
5. Given the fast-changing nature of this pandemic, the Parties may amend, delete, or add to this MOU with mutual consent.
6. This MOU shall expire in full without precedent on the last day of the 2020-2021 traditional school year, unless extended by mutual written agreement.

FOR THE DISTRICT:

FOR SDEA:

Jessica Falk Michelli Date
Executive Director, Labor Relations

Kisha Borden Date
President

Acacia Thede Date
Chief Human Resources Officer

Kyle Weinberg Date
Vice President

Abdul Sayid Date
Executive Director

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Phased Implementation





Our Commitments



**WHOLE
CHILD**

EQUITY

**QUALITY
SCHOOLS**
in Every
Neighborhood

**HEALTH
&
SAFETY**



PHASED Implementation

Plan for Testing

We are committed to ensuring all staff and students have access to testing throughout the County.

High-frequency every 2 weeks available now:

- **District Staff & Students**

- UCSD staff will provide testing at school site locations.
- Multiple county-wide locations available with very short waits: [County Testing Locations](#)

- Highly recommend for those *with symptoms* to see their own providers for virus tests (rather than County system).





Monitoring COVID-19 in SDUSD

UCSD Health & County Guidance

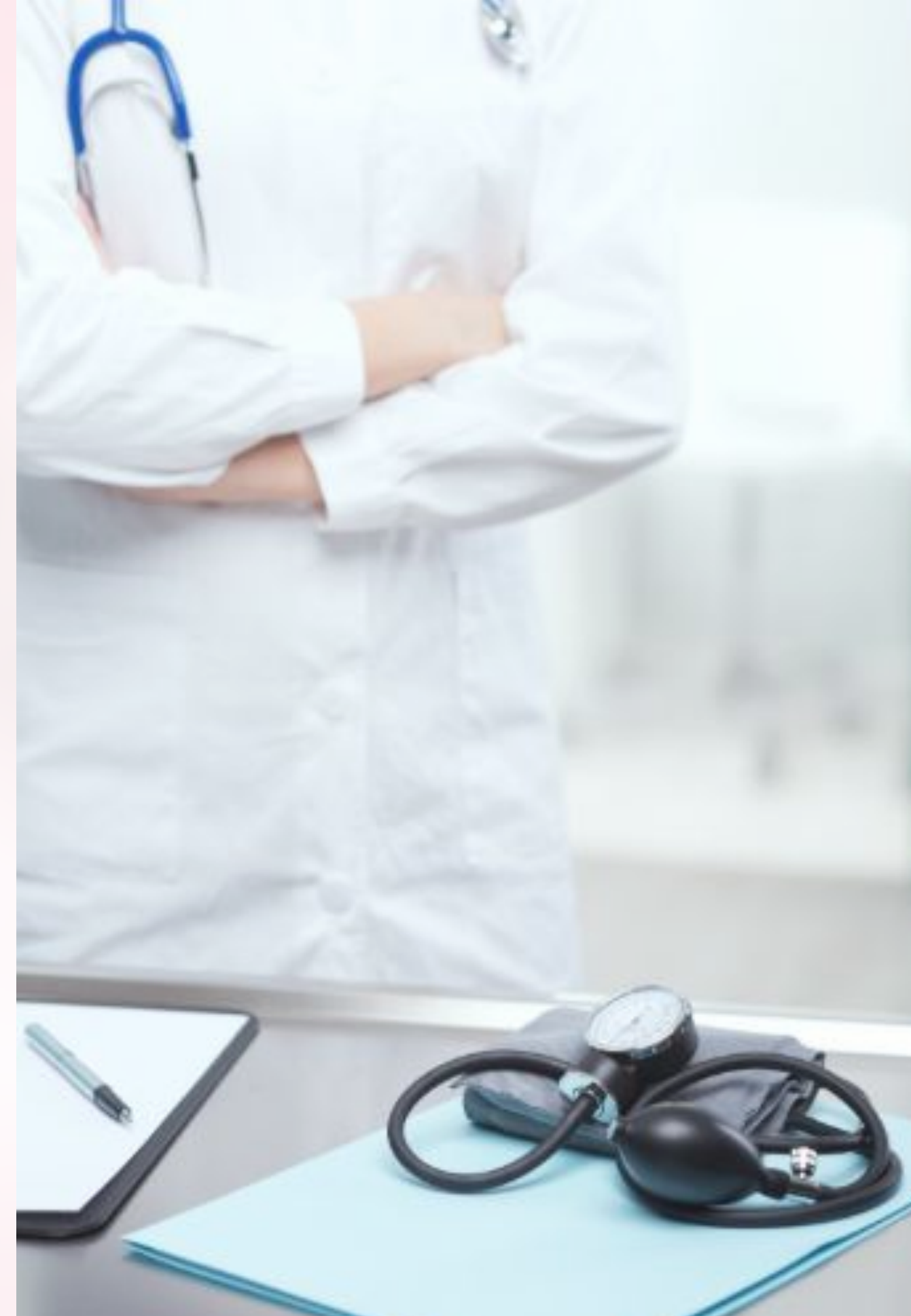
We are committed to providing daily, public and transparent updates through dashboard data to our staff, families and community.

- Site nurses and other health office staff will track every staff member and student who is going home with COVID-19 symptoms, those who have been identified as close contacts with someone who tested positive for COVID-19, and those who have tested positive for COVID-19.
- Site nurses and other health office staff will also monitor Covid positive students and staff cases, even for those who are not coming onsite.
- For students, site nurses will give appropriate guidance on when to return to school based on the [Decision Tree](#), and provide a letter indicating the student's return date.
- Site nurses will inform attendance clerk, teachers, and other need to know staff about student's or staff return to school date while maintaining confidentiality.
- Site nurses, with direction with District Contact Tracing nurses, will send and post letters to staff for positive cases, letter to non-close contacts, and letter to close contacts to the appropriate students and staff members.

DECISION TREE

Steps we will take if someone on site tests positive on campus:

- School health professionals in collaboration with County Dept. of Public health will advise principals if and when a school would need to shift to online learning for 14 days. This shift would occur when:
 - When two or more cohorts/groups each have two or more students or staff members who have been identified as COVID-19+ during a 14-day period, or,
 - When 5% or more of the teachers/student/staff have been identified as COVID-19+ within a 14-day period.
- If a classroom, school or cluster needs to shift to online learning due to an increase in COVID cases, the following will apply:
 - Classrooms, schools or clusters of schools with increased COVID cases may need to shift to appointment based learning with more intense supports, receive increase parent/community education and additional supports to prevent further outbreaks of COVID-19, while other schools are moving to Phase 2.





Phase 2

Elementary (Prek-5)

- 100% Capacity
- 4 Days per Week
Onsite: 2 Cohorts AM
& PM Capacity:
50%AM & 50% PM
- Up to 2 adults
- Friday-Online “live”
check-in and
independent
asynchronous learning

**PreK-8 schools will follow
the PreK-5 schedule*

Secondary (6-12)

- 2 Days per Week Onsite
- 2 Cohorts: 50% Capacity
 - M-T. Cohort 1
 - W-Th. Cohort 2
- Students attend 240
minutes of daily onsite
designated period
instruction and 120
minutes of Flex Time
- Friday- Online “live”
check-in and independent
asynchronous learning



Phase 3

Elementary (Prek-5)

- 4 Full Days per Week Onsite: 100% Capacity
- Friday-Online“live” check-in and independent asynchronous learning

Secondary (6-12)

- 4 Days per Week Onsite Learning 100% Capacity
- Students attend 240 minutes of daily onsite designated period instruction and 120 minutes of Flex Time





Phase 4

Elementary (Prek-5)

- 5 Days per Week
Onsite: 100%
Capacity (*one modified day per week*)
- Full day of instruction with classroom teacher

Secondary (6-12)

- 5 Days per Week
Onsite Learning 100%
Capacity
- Students attend 240 minutes of daily onsite designated period instruction and 120 minutes of Flex Time



Health & Safety

The health and safety of our students, staff, and families is of the utmost importance. During our reopening, our District **will continue** to follow health and safety guidelines set forth by the County of San Diego, UCSD and the California Department of Public Health.



HEALTH MINDSET. Staying Safe on Campus

Adhering to health and safety protocols while on campus can save lives and ensure our school community is healthy. We have a collective responsibility to care for one another. Thank you for adopting the following healthy measures to keep all members healthy and safe.



TRAINING FOR STAFF

Training on the prevention of the spread of COVID will be provided to all staff. You can find needed training for staff here. [Campus Access Guide](#).
All staff meetings will be held online



DAILY SCREENINGS

Daily health screenings for all entering the campus will be implemented. Daily temperature checks on site for all adults. Temperature checks as indicated for secondary schools.



PHYSICAL DISTANCING

Physical Distancing must continue whenever practicable (i.e, when two individuals are together more than a couple of minutes or just passing). Desktop barriers *may be used to* reduce spacing between students in classrooms. No social congregating (staff and students).
With each new phase (ie, more staff and students on campus), classroom seating plans are reassessed.



HAND HYGIENE

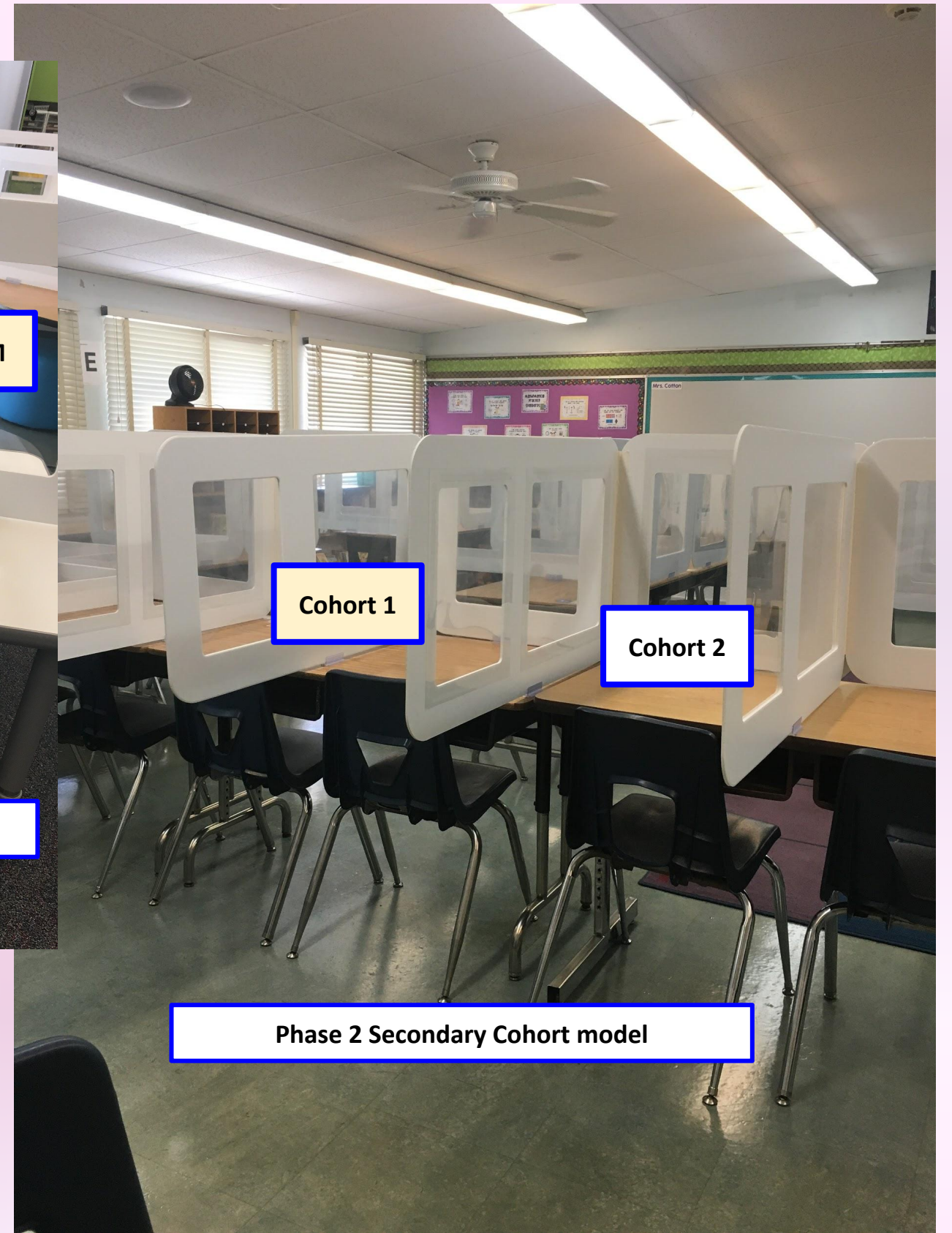
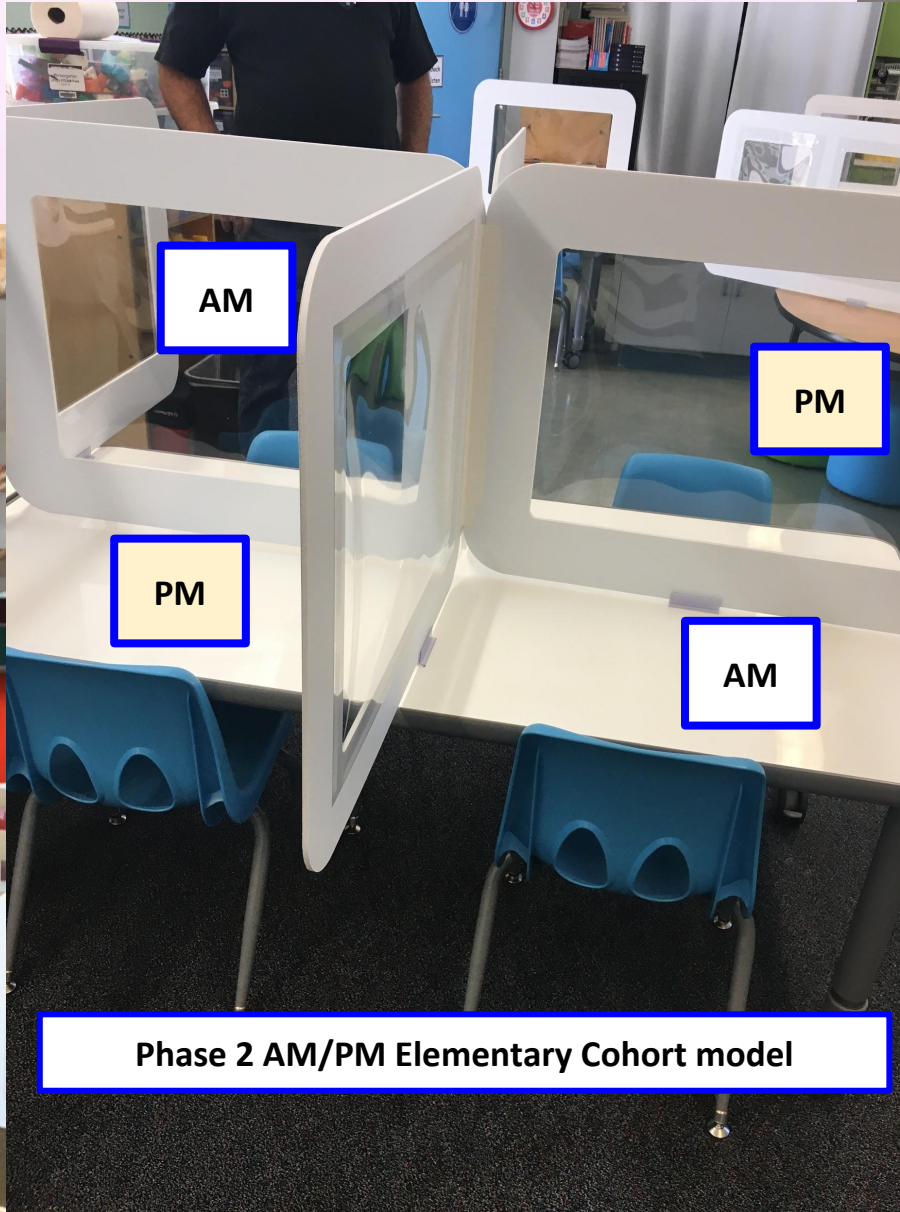
All staff is required to follow proper hygiene procedures and wash their hands. Access to hand washing & hand sanitizer will be available throughout the campus. [Printable Reminders & Resources](#)



ESSENTIAL VISITORS

Non-Essential visitors will not be allowed on campus.

Spacing Between Students and Desktop Barriers



GET READY. Safety On Campus

Established protocols will ensure the safety of all while on campus.



PERSONAL PROTECTIVE EQUIPMENT

PPE is available and will be provided for all staff. PPE will be sent to sites. For questions related to PPE, please contact PPE@sandi.net



SAFETY OF ALL & MASKS*

Masks must be worn at all times and are required for all. Staff must wear mask when moving around campus. Reusable masks will be provided for staff and students. Disposable masks will be provided for those who do not have their reusable mask.



FACE SHIELDS

Face shields will be provided for staff who request it. N95 respirators will be provided for staff working in COVID isolation areas.



VENTILATION

Ventilation will be adjusted to provide adequate fresh air exchanges in the classroom. Air purifiers will be utilized when necessary. With each new phase (ie, more staff and students on campus), ventilation settings are reassessed.



DAILY DISINFECTING

Custodial staff has been trained and equipped to carry out disinfection. Spaces utilized will receive daily disinfecting. Disinfecting wipes or spray will be available in the classroom for occasional use.

**Accommodations may be considered for students who are unable to wear masks.*



We Are the Village...

Parents and and community agencies need to be engaged, especially as we progress from one phase to another.



STAGGERED SCHOOL ENTRY AND DEPARTURE

Parents and students need to coordinate with schools so that not all students and not all parents' cars pull up at once. Distancing!



BEFORE AND AFTER SCHOOL

It is natural for students, particularly middle- and high-school students to socialize when traveling to and from schools. We want health and safety procedures before- and after-school to be done safely. Secondary school leaders must engage with parent groups and other community resources for safe plans. Keeping schools open depends on it!



***PARENTS SCREEN THEIR CHILDREN;
SCHOOL STAFF VERIFY THOSE SCREENINGS***
Work out a way to be sure that every student has been screened at home (paper or app verification) daily. Student forgot to bring screening documentation? Plan to call parent for information and take temperature in school.



HEALTH MINDSET. Staying Safe on Campus

“Waiting Area”

Recommendations for School Personnel

WAITING AREA is for those with COVID-LIKE SYMPTOMS

- Must isolate those with symptoms from other students and staff
- An area located outdoors is optimal: fresh air / best ventilation
- Tent/Pop-Up (provided by the district)
- Must provide visual supervision of students in the Area
- Training provided for colleagues responsible for supervising area
- Protective equipment provided as needed
- Students and staff with symptoms stay home; Return on a schedule based on a county approved Decision Tree.
- Covid + cases managed by contact tracing nurses (district and county)



Family & Student Health

We look forward to continue serving our families and supporting them in obtaining all information needed for safe access to campus. As we continue our Phase implementation, families will continue to receive health and safety information, as well as supports available to maintain the health and safety of our communities.





Documentation & Information for Families

All families will complete the **Enrollment Form (Elementary & Secondary)**, prior to attending Onsite Learning.

Families will also receive a copy of the **Student Family Guide**. Families will continue to provide verification of student health screening upon arrival to the site, following most current health and safety guidelines.



Safety All Around Us

Continue Implementation of Safety Protocols Access Guide: Site Checklist & Daily Checklist

Ongoing monitoring of implementation health and safety plan will be done via daily checklist.

- Daily monitoring will provide school sites with information on safety items that will be need to be addressed and planned for based on students attending school, campus findings and/or any other daily safety topics that may be present on your campus.



Meals

	Elementary	Secondary
Phase 1	Grab & Go at 81 Food Distribution Sites. Consumed off site	Grab & Go at 81 Food Distribution Sites. Consumed off site
Phase 2	Grab & Go provided at all elementary sites. Consumed off site	Grab & Go provided at all secondary sites. Consumed off site
Phase 3	Meals served & consumed on site. Physical distancing during meals, ½ students eating in classroom, students eating outdoors, etc. No cafeteria use	Grab & Go provided at all secondary sites. Consumed off site
Phase 4	Meals served & consumed on site. Physical distancing during meals, ½ students eating in classroom, students eating outdoors, etc. No cafeteria use	Grab & Go provided at all secondary sites. Consumed off site



Transportation

Goal: To accommodate the maximum number of qualified riders while ensuring adherence to health and safety guidelines for the well being of staff and students

- Boarding and disembarking
 - Parents will ensure that only healthy and symptom free students board buses
 - Students will practice physical distancing at stops and loading zones
 - Students will load from back to front of bus and disembark from front to back
 - Drivers and students will be required to wear masks*
 - Ventilation will be provided via open windows
 - Alternating seating plan providing safe distance between passengers (household members may be seated together)
 - Students without a health verification form, or students who become ill during transit will be isolated in a dedicated area behind driver; parents will be contacted upon arrival to school site

**Accommodations may be considered for students who are unable to wear masks.*



Disinfecting and Cleaning of Busses



- Drivers will be trained in disinfection practices
 - Wipe down of high touch point areas between routes and after runs
- Appropriate number of passenger windows will be open while students are on board to ensure maximum ventilation, unless doing so poses a safety or health risk to occupants
- Electrostatic disinfecting sprayers will be provided for nightly disinfection of buses



Extended Learning

- Transitioning from Online to Onsite Services in Phase 3
- Follow existing health and safety guidelines by the State, County & UCSD Experts
- Phase 2. Online Only
- Phase 3. Transition to Onsite
- Phase 4. Onsite Primetime Only





Phase Implementation



PHASED Implementation



Phase 2

Implementation & Considerations



Implementation of Phase 2- Prek-5 Elementary

*Prek-8 schools will follow the PreK-5 schedule

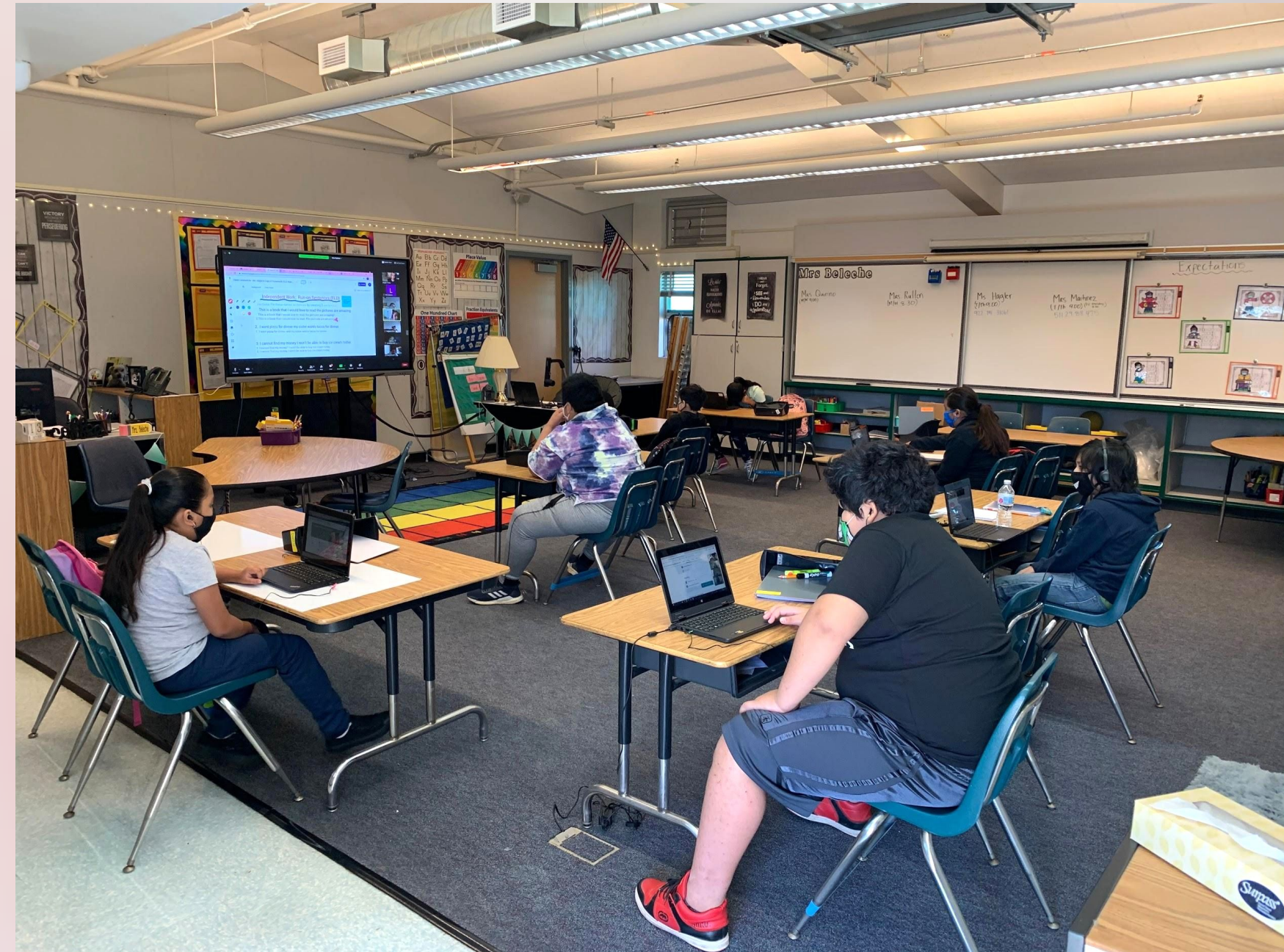
4 days a week (Monday-Thursday)

- 3 hours AM Cohort
- 1 hour Lunch/Health and Safety Protocols
- 3 hours PM Cohort
- Transportation

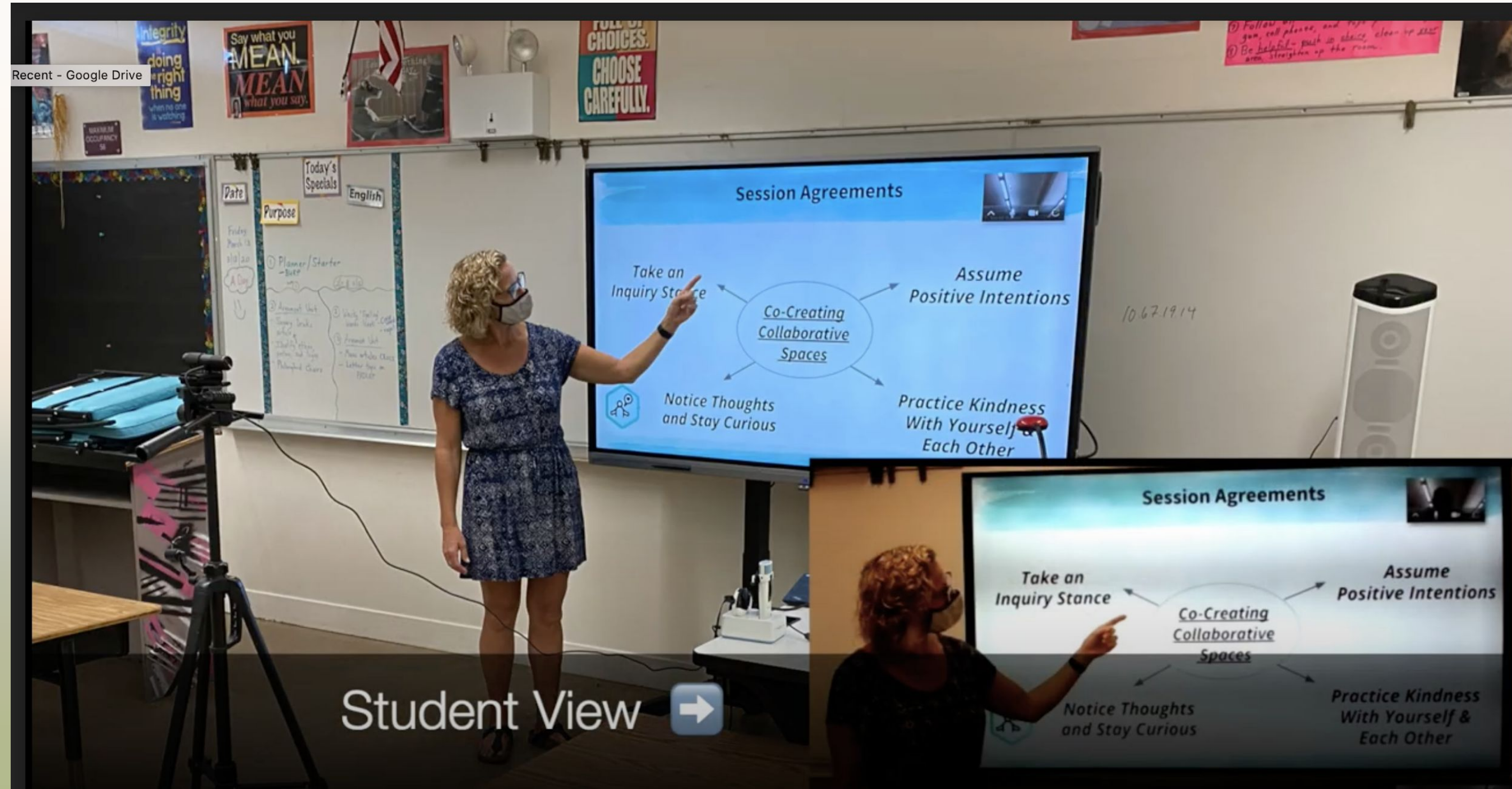
Friday

- Online “Live” Check Ins
- Asynchronous Learning
- Flex time

Students online will be participating via live streaming.



LiveStreaming in Action



Additional Considerations for Phase 2-Prek-5 Elementary

- Established health & safety protocols will continue based on State, County and recommended UCSD expert guidelines.
- Students are assigned to an entry point nearest their first classroom
- Markings on the ground for social distancing
- Students will need to complete health screening prior to arriving to school
- Students would remain in same classroom for the entire time for onsite learning
- 6 feet of distance between staff and students. Desktop barriers in place with cohorts alternating seating
 - Limit any interaction less than 6 feet without barrier to under 15 minutes
- Students will have assigned seats
 - Spacing/Alternating desk assignments between cohorts



Implementation of Phase 2- Secondary

2 days a week (Monday-Thursday)

- 2 Cohorts: Monday/Tuesday, Wednesday/Thursday
- 240 minutes of designated class period rotations
- 30 minutes “Grab & Go” lunch
- 120 minutes of Flex Time

Friday

- Online “Live” Check Ins
- Asynchronous Learning
- Flex time

Students online will be participating via live streaming.



Additional Considerations for Phase 2- Secondary

- Established health & safety protocols will continue based on State, County and recommended UCSD expert guidelines.
- Markings on the ground for social distancing and path of travel for arrival, passing periods, and departure.
- Phase 2 Cohorting - recommend splitting into cohorts alpha by last name to keep siblings together
- Limit classroom rotations when possible
- 6 feet of distance between staff and students. Desktop barriers in place with cohorts alternating seating.
 - Limit any interaction less than 6 feet without barrier to under 15 minutes
- Students will have assigned seats
 - Spacing/Alternating desk assignments between cohorts





Phase 3

Implementation & Considerations



Implementation of Phase 3-Prek-5 Elementary

4 days a week (Monday-Thursday)

- Full Day

Friday

- Online “Live” Check Ins
- Asynchronous Learning
- Flex time

Students online will be participating via live streaming.



Implementation of Phase 3- Secondary

4 days a week (Monday-Thursday)

- 240 minutes of designated class period rotations
- 30 minutes “Grab & Go” lunch
- 120 minutes of Flex Time

Students online will be participating via live streaming.



Additional Considerations for Phase 3

- Established health & safety protocols will continue based on State, County and recommended UCSD expert guidelines.
- Desktop barriers in place. A minimum of approx. 3 feet of distance between students and 6 feet of distance between staff and students
- Limit any interaction less than 6 feet without barrier to under 15 minutes
- Meals
 - Elementary will be served on site
 - No gathering of students for meal consumption.
 - Physical distancing during meals, such as ½ of class eating in the classroom; students distanced, eating outdoors.
 - No groups eating in cafeteria or lunch court.
 - Secondary will continue to be “Grab & Go” with students primarily eating offsite





Phase 4

Implementation & Considerations



Implementation of Phase 4-Prek-5 Elementary

**5 days a week
(Monday-Friday)**

Full days with 1 modified day



Students online will be participating via live streaming.



Implementation of Phase 4- Secondary

5 days a week (Monday-Friday)

- 240 minutes of designated class period rotations
- 30 minutes “Grab & Go” lunch
- 120 minutes of Flex Time

Students online will be participating via live streaming.



Phase 4. Considerations

Health & Safety protocols will continue to be implemented based on current guidance, county and state metrics and case rate at the time of implementation.

