

OUSD PROPOSAL to OEA #1

October 19, 2021

5:40pm

Preamble

In reviewing OEA's proposal provided to the District on October 14, 2021, many of the items proposed are outside the scope of items the District is agreeing to negotiate. These items are either covered by the collective bargaining agreement between OEA and OUSD, the MOUs reached between the parties. Since the negotiation of the MOU between the Parties to reopen school, additional impacts necessary for the District to enter further negotiations of these permissive topics have not been identified. The District agrees to continue the implementation of the previous agreements (CBA and MOUs) reached by the parties to ensure schools are safe. Therefore, the District's proposal is limited to the topics below.

It is important to note that since students and staff returned for the 2021-22 school year, OUSD has surfaced as a leader in COVID safety in our region and across the state. Over the last 18 months, OUSD leaders have worked in collaboration with OEA leadership, teachers, and Safety Leads throughout the process to develop a shared understanding of safety protocols and procedures and inform district decisions and investments to keep students and staff safe. At this time, 90% of our employees are vaccinated and 58% of eligible students (12+) have at least 1 dose.

With the goal of continuing in this positive direction, the District submits the following proposal.

A. Nutrition Breaks

The Parties acknowledge the District's efforts to provide additional mitigation measures as part of our ongoing engagement to provide multiple layers of protection during nutrition breaks which include outdoor dining and increased ventilation and increased air purification. The District will continue partnering with OEA to ensure school sites have science based resources aligned with county guidance. (See OUSD Document 2 which articulates some of these investments which began prior to opening negotiations with the Safety Bargaining Team that has been a part of our ongoing conversations with OEA leadership.)

B. Testing, Vaccines and Education/Outreach

1. The District shall comply with State requirements with regard to staff surveillance testing, student testing and response testing. All household members of students shall receive information about testing sites and will be encouraged to complete testing.
2. OUSD will set up vaccine popup centers **where feasible and to the extent such vaccine centers are staffed. OUSD nurses shall administer vaccinations at their assigned school sites as well as support the implementation of testing at**

school sites.

3. OUSD will survey students, staff and families to assess the most common questions about Covid safety and vaccination.
4. The district will partner with community clinics and health-care professionals to provide ~~Covid safety and~~ vaccine information that is grounded in the most up-to-date science and is responsive to students, staff, and families' questions and concerns.

C. **Leaves**

OUSD shall comply with the CBA and all applicable state and federal leave requirements. For unit members quarantined by the District consistent with Cal Osha and ACPHD requirements, the ten (10) days of paid COVID leave provided by SB 95 shall be extended through January 31, 2022.