

BARGAINING BRIEF

February 17, 2021

Hybrid/In-Person Instruction (HIPI) Negotiations

In December, HEA formed a small team to negotiate the terms for the return to in-person instruction. It began with discussions of all the possible issues and concerns around safety and workload. After the HEA team shared a long list of considerations in different areas, HSD presented drafts of three different models for return to in person instruction along with what they see as the pros and cons of each. The HEA team added to the lists of pros and cons before the district made a decision about which model to use, with the focus on grades K-2 returning first. With that in mind, HEA crafted a proposal that addresses **criteria for return, workload and working conditions, safety, evaluation and leaves**. The team will be presenting their initial proposal to the District today.

Here are a few highlights of the *INITIAL* proposal:

- Students will return for on-site instruction only after members have had a vaccination opportunity which factors in availability of appointments and allows two weeks after the second shot for the vaccine to be effective.
- Four non-student contact days for transition to classrooms including detailed COVID protocol training, with misassigned PE/music teachers getting extra time.
- Keeping Wednesday's CDL schedule with much of the day teacher-directed time for prep and collaboration, small groups, and family outreach.
- Flexibility in scheduling due to student and staff family needs
- Creating stable cohorts of no more than 20 students
- Any space used must accommodate socially distanced students and room for teaching
- No student meals eaten in classrooms
- Stringent ventilation measures
- Enforcement of safety protocols and avenue to lodge anonymous concerns
- Notification of outbreaks
- HEA collaboration and input in District and building blueprint committee work

Keep in mind that **this is not an inclusive list**, (the actual proposal is six pages) and that all the protections of our current contract and CDL MOU are still in effect. It is difficult to craft a plan and proposal for a situation none of us have ever experienced, so thank you to all who have been attending office hours and contacting Jill with your questions and concerns. You have been on our minds and in our hearts as we've done our work - now more than ever!

In Solidarity,
Your HEA HIPI Bargaining Team

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