



July 29, 2020

Good afternoon. Today we met with the District for the third time to continue working on an MOU (Memorandum of Understanding) regarding Distance Learning for the 2020/2021 school year.

In a nutshell, the District is unwilling to take much responsibility or accountability and expects teachers to bear all of the burden of the pandemic without any guaranteed support, all while arbitrarily working at "safe" work sites. They expect Bargaining Unit Members to work from their classrooms/sites because that is the only way they believe they can hold us accountable. We adamantly disagree; Site Administrators can easily hold Bargaining Unit Members accountable in their utilization of an online platform whether it's from home or from their classroom/site.

Both PSUSD and DSUSD have reached MOU agreements which include employee choice for working from home or working from their site. We cannot understand why CVUSD will not move from their position to require us to be at sites daily, particularly because they don't have an adequate plan in place to keep our members safe. They haven't even updated the Injury Illness Prevention Program (IIPP) since September 5, 2019, months before the pandemic hit. [You can find this outdated plan here](#). Title 8 of the California Code of Regulations, Section 3203, requires every employer to develop and implement an effective IIPP.

We are also greatly concerned about the District's unwillingness to agree to including certain provisions in the MOU because they do not have certain supplies on hand. This is unacceptable. It was even stated during our meeting today that the school site is a safer environment than your own home because it is cleaner. We aren't even sure how to reply to that statement.

If you believe you will require work accommodations due to health issues, schedule an accommodations meeting with HR now...do not wait. [I am including the document here that I shared with you in a previous update related to work accommodations](#). Please take the time to read it, and request your meeting.

For those of you who return to work next week, we have reminded the District that an agreement needs to be in place, one which provides for your safety and work expectations prior to your return to work. Unfortunately that did not happen today.

We have one more meeting scheduled for Friday of this week and will continue to update you as to our progress in reaching an agreement that provides for the safety and well-being of our members.

Thank you, and please reach out if CVTA can help you with anything.

Sincerely,

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