DTU Update: Union Priorities

March 19, 2020

DTU will be communicating with members frequently during this very stressful time. You will be called upon to remain patient, calm, and above all flexible so that we can all successfully navigate the changes we are experiencing in our daily lives. DTU has three main priorities to assist you. They are:

- Making sure you receive regular paychecks
- Making sure you have a safe working environment
- Facilitating student instruction

Student Contact Hours:

- Duval County will be conducting on-line instruction through "*DuvalHomeRoom"* through April 15, 2020 and possibly later.
- We are currently waiting on the Governor to decide the following:
    - Whether the current state mandated hours for student instruction will be waived
    - Whether or not the school year will be extended
    - Whether or not the instructional day will remain the same or be shortened

  His decision will impact your face time with students. He is expected to address the issue soon. If no changes are made, DCPS will be using the remaining "hurricane days as instructional days. Tomorrow, March 20, will be considered a planning day.

State Waivers:

The state has waived the following:

- IEP's: School Districts are given flexibility for the remainder of the year to provide alternative services or delay services until later in the summer months in coordination with a student's parents and IEP Team.
- Student Assessments:
    - All remaining assessments for school readiness; voluntary Pre-K and K-12 assessments are cancelled for the 2019-2020 school year.
    - Graduation, promotion and final grades will be evaluated as though the cancelled assessments never existed.
    - K-12 school grades will not be calculated for 2019-2020.
    - Turnaround schools may continue their current status for 2020-2021.
- Teacher Certification:
    - For the next 120 days, exams fees for teacher certification-related examinations will be waived.
    - Test takers who were unable to take an exam due to test-site location closings will be granted an extension to meet those requirements.

DTU/DCPS Negotiated District Waivers:

DTU continues to negotiate contract waivers with DCPS on working conditions. The following areas will have Memorandums of Understanding:

- Use of normal paid accrued sick leave as well as the Emergency Family and Medical Leave Provisions Bill.
    - The bill allows for 10 days of unpaid leave followed by 10 weeks of paid leave with a $200 a day limit up to $10,000.
- Donation by employees and receipt of sick leave days specifically for use by employees impacted by Covid-19
    - This is separate from the traditional Sick Leave Bank.
    - Employees may choose to donate up to one day of leave for this purpose.
- Creation of the "DuvalHomeRoom Employee Guidelines and Handbook
    - This encompasses work related procedures and information for employees.
    - Areas included are: Guidelines for Home Instruction; Employee Absences; Professional Learning Collaboration; Child Abuse Law; Classroom Telephone Guidelines; Professionalism; Email; Evaluations; Student Attendance; Conferences; Grades and Scholarship Warnings; Code of Conduct; Updated Calendar; Focus Calendar; and Phone System Management
- Additional information on these and any additional MOU's will be provided later.

DTU Commitment:

DTU will continue to address and/or negotiate issues as they arise and to provide you with updated information as soon as it is available. Feel free to contact your DTU staff consultant at the DTU office (396-4063) with any questions and concerns. **Check your email from DTUJAX daily**. We are working to make this as smooth a transition as possible.

Make sure that you stay in close contact with your principals. Contact them regarding your technology, curriculum or assignment questions. Don't hesitate to contact DTU if you are having trouble getting issues resolved.

Above all, follow the CDC guidelines for distancing and washing your hands. Contact your principal if you need to self-quarantine because you are showing symptoms or are diagnosed with Covid-19.