# TEA Tidbits--September 25, 2020

Dear TEA members,

## Happy PayDay!

Today, we celebrate the results of a successful negotiations season.  Nearly every employee received enough of a raise to cover the increase in PERA contributions and then some, in a tough year for state financing. A huge thank you to Karen Shutt and the negotiations team for their efforts, and to YOU for your membership that supports their efforts!  Your four "CARES Act" training days will be paid over the next four months, in accordance with the federal guidelines that CARES Act money be spent by December 31, so your paycheck will be larger Sept.-Dec. than it will be in January. if you budget monthly, you might want to hold some back for the spring.

## Hybrid learning, planning, and technology

I know there are still a lot of questions on how this model will work. TEA has spoken with Learning Services on the confusion around the expectations. Some clarifications came today, and more should be coming sooner rather than later. I encourage you to keep it simple. Teaching the students in front of you is your primary objective for the day, and you can only control what you can control. You cannot be in two places at once, nor should you try to be--do not try to teach two lessons at once.

## Spacing

There is some confusion regarding physical distancing in classrooms. From our member rights team, some clarifications. Please ask your building administrator for assistance if your classroom is not set up for maximum distancing, or if your class size makes it challenging.

1. There should be 6' between you and the first row of students.
2. Students must be facing forward.
3. There should be at least 3' of space between seated students.
4. Tape should be used to mark off shared work surfaces. (supplied by school)
5. Unused furniture can be disposed of or stored. Work with your principal to disposition any furniture that needs removed.
6. TEA is working with district leadership regarding mealtime safety, specifically surrounding eating in classrooms.
7. If any staff member needs help with safety in the classroom, they should go to the principal, then the level director, to get the safety issue managed.
8. Todd Piccone and his staff have said they will come look at any classroom. If, after working with your principal, you still have concerns, invite Todd and crew (copy your principal) to your classroom.

This is one of the most stressful periods in history to be an educator, a parent, a student, or really, a human being. The pandemic affects us all, and affects us all differently--none of us live in isolation. I encourage you to continue to support each other as colleagues, to work together to find solutions, and to avoid turning on one another and pointing fingers. This situation has caused much anger and frustration, and we understand and hear you. This Association has worked tirelessly over the last six months to create the safest possible environment for our students and staff, and will continue to do so. All re-start plans have trade-offs, and none of them are perfect--you have my word we will continue to work and speak on your behalf.

**Solidarity!**

Sincerely,

## https://salsa4.salsalabs.com/o/51019/c/147/images/Andy%20professional%20pic.jpg

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