

January 20, 2021

Re: Class Instruction for January 21 and 22, 2021

Dear Colleague,

First and foremost, thank you for continuing to serve our students. Although the BEA and the District continue to work through a labor dispute, our core mission to provide high-quality student instruction remains the same. We appreciate your efforts to continue providing stability and effective instruction to our students.

There are rumors about whether our educators are expected to provide synchronous instruction tomorrow. This document answers common questions. If you need additional guidance about work assignments and the status of school operations, please contact your building administrator(s).

We will continue to negotiate with the BEA to reach a resolution as quickly as possible. If you have any questions about association matters, please direct them to the BEA.

In partnership,

Eva Collins
Deputy Superintendent

Q: On January 21st and 22nd, what work expectations are changing for me?

A: For most educators, the work expectations for synchronous and asynchronous instruction are unchanged. Except for second-grade educators assigned to return to their buildings to provide in-person instruction, all other educators are expected to resume the same type of instruction they have been providing before this week.

Q: I teach a class scheduled for remote learning (not in-person instruction) on January 21st and 22nd. Am I expected to continue *synchronous* instruction?

A: Yes, you are expected to provide the same *synchronous* instruction as normal. Students continue to attend class, so please proceed as normal.

Q: I teach a class scheduled for remote learning (not in-person instruction) on January 21st and 22nd. Am I expected to continue *asynchronous* instruction?

A: Yes, you are expected to provide the same *asynchronous* instruction as normal. Students continue to access classes, so please proceed as normal.

Q: I teach a class that has been and continues to provide in-person instruction. Am I expected to report to work for in-person instruction?

A: Yes, you are expected to continue to report to work at your assigned building and report time. Students will continue to attend in-person classes. The school campus may look different because we have implemented additional safety measures to protect students and staff.

Q: I teach a second-grade class scheduled to return to in-person instruction on January 21st and 22nd. Am I expected to report to work for in-person instruction?

A: Yes, you are expected to report to work at your assigned building and report time. Students will be attending in-person classes, so please proceed to work in the building. The school campus will look different because we have implemented rigorous safety measures to protect students and staff.

Q: I teach a second-grade class that is scheduled to return to in-person instruction on January 21st and 22nd. What happens if I choose not to report to work because I am declining to provide in-person instruction?

A: Public employee work stoppages (a/k/a labor strikes) are unlawful under Washington law. The Collective Bargaining Agreement also prohibits work stoppages and work slow-downs. If you choose to decline BSD's work assignment for in-person instruction, your workday will be considered absent without approval. It will be recorded as an absence and not discipline.

Q: I teach a second-grade class that is scheduled to return to in-person instruction on January 21st and 22nd. What happens if I provide asynchronous instruction in place of in-person instruction?

A: Your work assignment is to provide in-person instruction at your assigned school. Because asynchronous instruction is not the work assignment, your workday will be considered an absence without approval. This leave will be recorded as an absence and not discipline.

Q: I have other questions. Who can I send them to?

A: If you have additional questions, please contact your building administrator(s).