

Health and Safety Impasse Testimony

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Good afternoon members of the Board. I wanted to share with you just some of the teacher concerns that came up repeatedly on two CTA Health and Safety Surveys conducted in [date] and January 2022. In addition to the overwhelming statistics shared with you already, there were hundreds of pages of written comments. I'll share a few that show just how unsafe current working conditions are and go to the heart of why we urgently need an enforceable MOU—.

An overwhelming number of comments from educators prove that the District is not enforcing its own procedures outlined in the District's COVID-19 Procedures Manual, cannot be trusted to enforce them, and cannot be trusted not to change the manual when it becomes inconvenient.

We have had the District's COVID-19 Procedures Manual in place this whole school year with no enforceable MOU so let's look at these comments to see how that's been going.

Regarding Social Distancing

Our teachers are telling you "there is no social distancing happening. An assembly in the auditorium was filled with hundreds of kids all packed together with no regard for the pandemic." And in classrooms, students are being packed into classes shoulder to shoulder. A teacher says, "There isn't social distancing at this school. I feel like it isn't even a consideration."

Another teacher states, "There are no preventatives in place. No quarantines, no phone calls, cases not being reported, its craziness." and "Some of us have 50+ in one room. It's a free for all COVID jungle." There were hundreds of comments like these.

The District manual states PPE and "masks will be made available." So where has not having an enforceable MOU gotten us? Listen to the teachers who are experiencing this every day: "I have received absolutely no PPE or cleaning supplies, PPE has not been provided as it was last year," "We have expired wipes with mold, no hand sanitizer, and the cloth mask for students are way too big for them."

The District manual says "classrooms will be cleaned as needed" and "bathrooms will be equipped with handwashing supplies" But without an enforceable MOU what is really happening? Hundreds of teachers are telling you their rooms aren't being sanitized. "I have to clean my own room after school. Toilets, floors, tables, everything. If we don't take out our garbage and do these things, then it doesn't happen." We all have been living in the pandemic long enough to know now how important sanitizing is, especially if an area has had a positive case reported, yet teachers are saying "I have had multiple students test positive and my classroom hasn't been cleaned in over a month." This is why we are demanding an enforceable MOU. The current situation shows us that without it words are just words. And they are empty promises.

The District manual also says virtual meetings are allowed when possible. Yet without this MOU teachers are being forced to cram into small meeting rooms with no social distancing, and many have had to do this while some wore no masks. So many of these comments show you that teachers are

being denied a virtual option by their Principals. As one says, “Teachers have passed away this year from COVID-19 and it is ridiculous that we do not have the option to at least have virtual meetings.”

There are hundreds more comments from our teachers including their responses to what would make you feel safer such as guaranteed sanitization of their classrooms, clearer communication, proper district provided masks, proper social distancing, soap in restrooms, virtual meeting options, proper cleaning and sanitizing. Teachers need and deserve the ability to enforce their health and safety rights.