

Know Your Rights!

Phase One Instruction/Services

Can I be required to participate in in-person Phase One instruction/services?

No. [The Phase One Agreement](#), which was most recently updated in Feb. 2021, does not compel SDEA members to return to in-person instruction.

What types of instruction/services can be provided during Phase One?

- Appointments for small group instruction (during online learning time)
- Tutoring (outside of online learning time)
- Assessments
- Learning Labs: led by visiting teachers
- Classroom Labs: led by regular unit members

Safety Provisions

There are many safety measures in place, such as 6 feet of distancing, masking requirements (certain exceptions for early learning), ventilation of classroom spaces, and making available outdoor settings. Please read the agreement to learn more.

Are there specific group size limits?

At this stage, regular SDEA members get to determine how many students to bring into their appointments, classroom labs or tutoring sessions. See chart on Page 2 on group size limits, and other important factors related to Phase One Instruction/Services.

Can I be compensated if I decide to have in-person appointments outside of my regular online instruction time?

Members will be compensated the tutoring hourly rate of pay, to be paid by the District, for appointments if the two following criteria are met:

1. The appointment is outside of your regular online teaching workday, like during your flex time.
2. You have prior approval from your administrator for being paid for the appointment. Such requests shall not be unreasonably denied.

Free COVID Testing for SDEA Members & Students

SDUSD is offering free COVID testing to students and staff participating in Phase One. Staff participating in Phase One are highly encouraged to participate in regular COVID testing. More information about this COVID testing program [can be found here](#).

Can I have support for another staff person, such as an SET in the room with me?

Yes, you can have one additional staff person in a space with you. However, the maintenance of the 6 feet of distance and masking is required. There are limited scenarios where distancing and masking exceptions can be made, such as passing in hallways, viewing student work, and masking exceptions for infants & toddlers.

Can I bring my own children with me while participating in Phase One Instruction/Services?

Yes, if your own children stay with you throughout your time on District premises for the Phase One work.

Phase One Instruction/Services

What?	Who?	When?	Cohort Size
Phase One/Phase One Expansion Appointment Based Onsite Learning	Early Learning, TK-12 th and TRACE Educators, inclusive of all classroom and non-classroom educators	<p>TK-12: During the 180 minutes of whole group and small group instruction and/or in the 60 minutes of conferring, small group or office hours</p> <p>Early Learning: Within the 30 minutes per session of whole group instruction and/or the 45 minutes per session of small group instruction and conferencing</p>	<p>TK-3rd Grade: No more than six (6) students</p> <p>4th-5th Grade: No more than eight (8)</p> <p>Secondary & TRACE: No more than four (4) students</p> <p>Infant Program: Three (3) infant students, with parent(s) and/or guardian(s) in attendance with the infant</p> <p>Toddler School: Three (3) toddler students in the Toddler School program</p> <p>Pre-School: Four (4) students in Early Learning part-day preschool and grade TK/4</p>
Tutoring	Early Learning, TK-12 th and TRACE Educators, inclusive of all classroom and non-classroom educators	Outside of the abovementioned time (for example during your flex time and/or after school hours)	<p>Same as Phase One/Phase One Expansion Appointment Based Onsite Learning above</p> <p><i>Will be paid at the Tutoring Hourly Assignment rate of pay (Hourly Assignment rate of pay for ECE), upon prior approval by the appropriate administrator. Such requests shall not be unreasonably denied.</i></p>
Classroom Lab	Volunteer classroom or non-classroom educators	At minimum, be inclusive of the entirety of the instructional time before lunch.	<p>TK-5th Grade: No more than fourteen (14) students when utilizing a traditional classroom setting</p> <p>6-12th Grade: No more than ten (10) students when utilizing a traditional classroom setting</p> <p>When Utilizing Outdoor/Large Indoor Spaces: No more than fourteen (14) students</p>
Learning Lab	<p>Visiting Teachers</p> <p><i>Will be paid at the Long-Term Visiting Teacher rate of pay</i></p>	At minimum, be inclusive of the entirety of the instructional time before lunch.	Same as Classroom Lab above