



Oak Grove Educators Association

CTA-NEA 4810 Harwood Road Suite 101, San Jose, CA 95124-5281 (408) 363-1646 FAX (408) 363-3521 www.ogea.org

FAQs on Health and Safety MOU

1. **Are we the ones cleaning our classrooms?**
 - a. **No. However, you will have access to cleaning/disinfecting supplies to clean general surface areas, as needed (door knobs/handles, computer keyboards, light switches, your desk, copy machines, telephones, chairs, tables, etc)**
2. **What is the discipline plan for the enforcement of mask-wearing at the intermediate level?**
 - a. **This remains to be seen. As of right now, intermediate schools will be on distance learning. Discipline policies will need to be worked out by the administration.**
3. **Who determines if a student is exempt from wearing a mask due to medical reasons (a letter signed by a pediatrician or a letter signed by the parent)?**
 - a. **The letter MUST be from a medical doctor.**
4. **Please clarify the reasoning behind N95 masks only for health clerks.**
 - a. **N95 masks will be made available to our DISTRICT nurses (there are 3 of them), and to persons who require it (with medical verification). OGEA does not bargain for health clerks, who are in CSEA. The reasoning is that N95 masks are in short supply and will be provided for individuals at high risk or those who are in frequent contact with potentially sick students, such as a District Nurse.**
 - b. **If you have a specific accommodation and do need the N95, you may contact HR.**
5. **What permissions/authorizations do teachers need to seek out to remain teaching from their homes during distance learning?**
 - a. **Currently, there is no need for permission/authorization for a teacher to teach from their home during DL.**
6. **Interpreting this to be a personal professional decision--Question: how will teachers assure" ? Define this please. (9b "If a unit member desires to work from home, they must assure....")**



Through unity of voice and democratic decision making, Oak Grove Educators Association works to unite our professional colleagues and support innovative instruction for the benefit of all students and the community. We advocate for, and are committed to, quality public education. To these ends we promote and defend the well-being and rights of our members and our children.



Oak Grove Educators Association

CTA-NEA 4810 Harwood Road Suite 101, San Jose, CA 95124-5281 (408) 363-1646 FAX (408) 363-3521 www.ogea.org

- a. This means that you must have what you need in order to do your job from home. If you don't have adequate wifi, etc. then you will likely need to go in to work where it is available.
7. 5a "The supply of masks will be replenished by the District upon request"-- can we get a regular shipment on order so there is no wait time for these masks?
 - a. All school sites will have a surplus of masks on hand.
8. 8a. Walk me through how this is done daily. (Disinfecting)
 - a. Custodial staff will be responsible for this. Administration is responsible to supervise custodial staff.
9. Do I have to work at my site?
 - a. No. You may choose to work from home during distance learning. If you are at more than one site, you may choose to work at any one of them, or at all of them.
10. What happens if a teacher is tested positive for Covid? Can he/she work from home?
 - a. You may be able to use FFCRA for 10 days of leave. Regardless of a positive COVID test, you will be able to work from home.
11. Can a teacher work from home while on quarantine?
 - a. 3e states: Guidelines for Staying Home When Sick. Unit members will be directed to stay home if they have signs or symptoms of illness including fever or chills, cough, shortness of breath, etc. Employees and students shall also stay home if they have been told to quarantine isolate due to COVID-19 precautions.
12. Does every classroom have their own air filtration system if we do work from classrooms?
 - a. See the [Merv-13 letter](#)



Through unity of voice and democratic decision making, Oak Grove Educators Association works to unite our professional colleagues and support innovative instruction for the benefit of all students and the community. We advocate for, and are committed to, quality public education. To these ends we promote and defend the well-being and rights of our members and our children.