

Summary of Tentative Agreement



LAUSD Agrees to UTLA's 3 Criteria for a Safe Return

1. **LA County out of Purple Tier:** Los Angeles County must be in the Red Tier, and the parties will bargain over any change to the Los Angeles County risk level tier.
2. **Vaccination:** Unit members won't be required to physically return unless they've had the opportunity to be fully vaccinated, including the time prescribed as being needed to achieve immunity after receiving the full vaccine dosage.
3. **Safety Conditions:** LAUSD must follow strong PPE, Physical Distancing, Cleaning, and Ventilation protocols, in addition to all county and state safety guidelines.

Hybrid Schedules

- **Stable student cohorts** at every grade level, with no roving teachers and no roving students.
- **AM/PM cohorts in elementary schools.**
- **Alternating day cohorts in secondary schools.**
- **No simultaneous instruction.** Educators will not be required to teach students in the classroom and on Zoom at the same time.
- **Minimal disruption** to student class assignments.
- **Elementary work day** is additional 30 minutes added at employee's hourly rate.
- **6 feet physical distance** between educators and students.
- **No recess supervision.** Unit members not required to provide supervision during recess.
- **No Breakfast in Classroom.** Grab-and-Go setup instead.
- **Schools with co-locations, Dual Language, and Expanded Inclusion** programs shall meet in advance of reopening and make necessary adjustments to maintain the integrity of the programs.

Vaccination of School Staff

- Staff may be vaccinated during work hours (3 hours) without loss of pay.
- Up to three days of paid leave for unit members who become ill as a result of receiving the COVID-19 vaccine — not counted against their own sick leave account.

Safety Protocols

TESTING

- COVID testing for students and staff returning to school in the 7 days prior to reopening, and for all students and staff at least every two weeks while LA County is in Red Tier.

- Adherence to CalOSHA regulations for notifying staff when infections occur at a school.
- Public Dashboard that reports all instances of positive cases at schools.
- Unit members required to quarantine by the district shall be paid without having to utilize contractual or statutory leave time.
- Symptom screening of all students, staff, and visitors prior to entering a school site.
- Masks required for all adults and students. The district shall supply.

PHYSICAL DISTANCING

- Six feet between student workspaces (student and educator).
- Directional markers and physical distancing markers to ensure safe passage on school campuses, and multiple entrances to limit congregation.
- All required meetings for staff shall be conducted virtually.

HAND SANITIZER & SOAP

- Every room with a sink shall be stocked with soap, hand sanitizer, and paper towels.
- Every classroom shall be provided with hand sanitizer.
- Non-classroom workspaces shall be provided hand sanitizer.
- Hand sanitizer or portable hand-washing stations shall be provided at designated ingress and egress points.
- All hand-washing/hand sanitizing supplies will be checked and restocked each day.

CLEANING AND DAILY DISINFECTING

- All classrooms, restrooms, and workspaces cleaned regularly and all high-touch surfaces will be disinfected daily. Unit members shall not provide these services.
- All students shall be provided with an individual, resealable plastic bag of school supplies to be kept at school in a safe location.

VENTILATION

- In-person instruction only in rooms with an HVAC system with air filtration with a minimum efficiency reporting value (MERV) of 13 or better.
- Air filters inspected no less than once per month and replaced as needed.
- All classroom air system fans will run 24 hours per day.

PREPARATION FOR A RETURN TO IN-PERSON LEARNING

- 15 hours of on-site preparation time in advance of schools physical reopening, to be scheduled outside of the regular workday, at hourly rate of pay.
- The first full day of physical return shall be for planning, preparation, and training on safety protocols, with the exception of a 30-minute remote check-in with students.

HIGH-RISK EMPLOYEES

- The district shall make every effort to provide reasonable accommodations for unit members who provide a physician's note determining that they are in a high-risk category related to COVID-19. Teachers who remain remote for health reasons will

continue to provide instruction virtually and will be supported with an in-person substitute.

COVID-19 COMPLIANCE TASK FORCE AT EVERY SCHOOL

- A COVID-19 Compliance Task Force will be formed at every school. The task force will address health and safety compliance issues at the school and address deficiencies in a timely manner.
- There will be an LAUSD Health & Safety Practices Committee, comprised of one representative from each labor union representing employees in LAUSD and four representatives from LAUSD. The committee will meet no less than once every two weeks to address health and safety compliance issues at schools and work sites.