



2020-21 Distance Learning Tentative Agreement Summary

We have reached an agreement with LAUSD on distance learning for 2020-21 that meets our top priorities of protecting the health and safety of students and staff; strengthening crisis distance learning; expanding social-emotional support during this period of trauma; and ensuring educator pedagogical discretion and flexibility in recognition of the unique circumstances in which we are teaching and learning. The agreement will go to a vote of UTLA members for ratification.

We are living in volatile, uncertain times, and this agreement ensures that we will not be forced to physically return to our schools during a still-surgingly pandemic. This side letter is not an end point — it's a beginning. As a union, we will continue working with members, parents, and students to challenge the district, the state, and the federal government to do what's right and what's needed for our public schools and the communities we serve.

DISTANCE LEARNING

- Defined school day from 9:00 am to 2:15 pm, providing consistency for our students and parents.
- Each school day must include, but does not solely rely on, live interaction.
- The instructional schedule includes small group and independent work for students, as well as time to focus on their social-emotional needs through student advisory periods. The schedule also complies with new state legal requirements for distance learning.
- Schools wanting to develop alternative schedules may go through the waiver process.
- Classroom teachers will be expected to work 360 minutes per day on average, but when their work is completed outside of the 9:00 am-2:15 pm school day shall be determined by the teacher.
- Out-of-classroom personnel may be assigned advisory duties, and substitute and out-of-classroom personnel may be assigned to help with breakout instruction and other student support services.
- Non-classroom educators will be expected to create weekly schedules for services and office hours.
- Administrators must give notice before joining a teacher's virtual classroom.
- Live instruction cannot be recorded by the district without prior notice and consent.
- Pool and substitute educators will be utilized to avoid general education combination classes.
- Members may be required to attend one grade level/department or PD meeting per week within the "Instructional Support Day," and no more than two faculty meetings per month outside the work day.

SMART START

- Smart Start will begin August 20 and continue through August 28. This will be used to help teachers build positive rapport with students and parents, develop instructional routines, and practice procedures for classroom learning programs.
- Ten hours of PD for UTLA members: 3 hours on August 17-18, and 3.5 hours on August 19.
- The afternoons of August 17 and 18 to be used for preparation and planning, while the afternoon of August 19 will be used for making initial contact with students and families.

COMPENSATION, EVALUATION, BENEFITS AND LEAVES

- No UTLA member will be required to physically return to work at an LAUSD building or facility until schools are physically reopened for all students or as bargained in a separate agreement.
- No evaluation of permanent unit members (includes classroom and non-classroom staff) in 2020-21.

- Probationary and provisional teachers being evaluated will have the option to submit recorded video for observation purposes.
- In recognition of the unusual circumstances of teaching from home, teachers can't be disciplined for occasional unexpected interruptions during instruction.
- No loss of regular pay while schools are not physically open. Differentials continue to be paid, and auxiliary work will be paid if the duties are performed. NBCTs can make up hours from 2019-2020 for differential, and the contract language applies for 2020-2021.
- All current pool teachers will be assigned to a school.

SUBSTITUTES

- Substitutes to be surveyed to determine days available for work per week, and assigned that number of days to a school.
- For substitutes who have made themselves available to work according to the survey, the district will waive the 1 day of work per month threshold for maintenance of healthcare for the following month for those who have qualified for healthcare in 2020-2021.
- All substitutes participating in the survey will be encouraged and invited to participate in the PD on August 17-19 and paid at their full daily rate of pay. In addition to the ten hours of "Smart Start" professional development, substitute educators will have access to ten hours of professional development on Distance Learning, to be paid at the district training rate.

TECH SUPPORT

- Members who do not have equipment (e.g., laptop) that can be used for distance learning or contacting parents and students should submit a request to their site administrator or supervisor.

SPECIAL EDUCATION

- Substitute coverage shall be provided to Special Education teachers for IEP meetings and when conducting federally mandated assessments.
- The district will provide professional development for virtual delivery of services, such as Tele-Service.
- Special Day Class schedules will be comparable with other TK-12 teachers and students, but allowing for greater flexibility to address individual student and program needs.

NON-CLASSROOM EDUCATORS

- Psychiatric Social Workers, Pupil Services Attendance Counselors, School Psychologists, Secondary Counselors, and Designated Instructional Services (DIS) providers will provide consultation and virtual services for students and families consistent with identified student needs.
- The district and UTLA will meet at the request of either party to address strategies to provide equitable and appropriate education for English Language Learners (ELL) and Deaf and Hard of Hearing (DHH) students.
- Psychologists and Therapists (SLP, OT/PT, APE, etc.) have flexibility to group students with similar goals from various schools.
- Required HHS screen time for IEPs, 504s, SSPT, coaching, conferencing, and other related meetings shall be limited to five hours per day.
- Home visits are strictly voluntary and shall not be required.
- Non-classroom educators are expected to work their contractual work hours, but can work with their supervisor to get approval for schedule flexibility.

EARLY LEARNERS (EEC and CSPP)

- Maximum screen time of 45 minutes per session for children under 4 in EEC and CSPP programs.
- EEC members can request a flexible work schedule to best meet the needs of their students.
- All EEC and CSPP teachers shall receive a \$500 one-time payment for instructional materials and resources to supplement remote instruction.

- District to provide appropriate PD for Early Childhood educators.

ADULT EDUCATION AND CTE

- All Independent Instruction (II) courses to be conducted both synchronously and asynchronously.

PROFESSIONAL DEVELOPMENT

- Future PD created and provided by LAUSD should include captioning and ASL interpretation embedded in the video.

DISTANCE LEARNING WORKGROUP

- UTLA-LAUSD Distance Learning Workgroup will be created to address ongoing distance learning issues, including, but not limited to, alternative school schedules, technology, distribution of materials, grading policies, and SEL support.

STUDENT & COMMUNITY HEALTH WORKGROUP

- UTLA-LAUSD Student & Community Health Workgroup will be created to address issues impacting the physical and social emotional health of LAUSD families and the broader community, including state and federal funding for public schools and economic instability in our school communities.

This agreement is pending a vote of UTLA members as well as the LAUSD School Board. If ratified by UTLA members, the agreement will remain in force until December 31, 2020, or until students physically return to LAUSD schools for regular instruction. UTLA and LAUSD will continue bargaining the necessary conditions for a physical reopening of schools.