



Teachers Association of Long Beach, CTA/NEA

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FAQ's for MOU

TALB and the District have reached an MOU. An MOU (Memorandum of Understanding) is a temporary agreement that allows either party to come back and negotiate details or unforeseen problems. The MOU's for CDC | Head Start and ETK- 12 are on TALB's website, www.talb.org. The pandemic is very fluid and plans laid out right now, could change in the weeks and months to come. We know this is not an ideal agreement for any member. The TALB Bargaining Team put in well over 80 hours over the summer trying to reach agreements. The team is comprised of ALL volunteers. Nobody on the team is paid. They donate their time and expertise for the betterment of all members.

What should I do if I see violations to safety standards and safety guidelines?

Notify your site supervisor. If you feel that, your site supervisor is not going to take matters seriously, use the following outside agencies for assistance:

For schools in the City of Long Beach

Long Beach Health Department # 562-570-4000

Long Beach Health Department Link <http://www.longbeach.gov/health/diseases-and-condition/information-on/coronavirus/>

For schools in Avalon, Lakewood, and Signal Hill

Los Angeles County Health Department work site safety and sanitation links:

<https://ehservices.publichealth.lacounty.gov/servlet/guest?service=0&formId=4&saveAction=5>

<https://admin.publichealth.lacounty.gov/phcommon/complaints/phcomp.cfm>

Why some educational programs are open in-person while others are not?

LBUSD has many educational programs with differing regulations and funding sources. Programs requiring in-person for services or funding will continue in-person. Equivalent programs servicing Special Education programs must remain open to provide equivalent services to general education and Special Education students. The bottom line for the District:

They are keeping Head Start and CDC preschool early education open for essential workers.

If the District has Head Start and CDC open for preschool early education then legally they are obligated to have "similar" likewise programs open for Special Education preschool age children. The Bargaining Team pushed for ALL of our members to have "flexibility". This is where the District drew the line in the sand over flexibility. TALB will continue to advocate for these affected members. We

encourage anyone in this situation to contact the Board of Education and Executive Staff with your concerns.

What do the instructional models mean?

The schedules are the educational options for each level of education within LBUSD. The hybrid or all-day options only occur when students are participating in on-campus education. Most programs will begin in the Virtual option this fall. Those members and students that are participating in on-campus education and the site needs to close to quarantine, learning will be redirected to the virtual option. Nevertheless, the Governor of California has deemed that any county on a watch list may not open ETK -12. The notion that we will ALL be back on campuses by October 5 borders on absurd, but “hope springs eternal”. Employees should be prepared for an entire school year operating under the concept of “redirected learning”. There is also the specter of another “shelter in place” order coming from the County and State, which would require all instruction to be virtual, including CDC / Head Start and Pre-K Special Education related services.

How does synchronous and asynchronous instruction look within the learning models?

During the elementary live blocks and throughout the secondary periods, teachers are to conduct a continuous zoom session. A minimum of half of this time should be synchronous with an active camera and microphone. Teachers may conduct whole class direct instruction, class discussions; divide the class into small groups for collaboration, etc. The remainder of the time may be asynchronous learning, which is characterized by students working independently but the teacher available for assistance. Teachers and students may turn off the camera and/or microphone during this time however communicate through the RAISE HAND feature for assistance. Teachers will monitor while completing other job duties such as grading, IEP documents, responding to parent emails, etc.

Can I split my time between the school site and home in this agreement?

In general, no. Teachers who want to work from the school site do not need to complete anything. Just report to your worksite on your first duty day, but out of professional courtesy we recommend you email your site principal/manager of your intention to work on site. The site principal/manager should give you explicit instructions on how to enter the facility and use the various common areas, restrooms, copiers in a predetermined SAFE schedule. Teachers, who want to work from home, complete the agreement, contact your administrator to schedule a time to gather the materials you need from your site and login remotely on your first duty day. If you need to visit the worksite for any additional reasons, communicate to your administrator via email in advance. This is necessary because cleaning and sanitation schedules will be designed around work location selections.

Are these instructional models sustainable?

ALL of the bargaining team members felt that there are unrealistic and excessive expectations for parents, students and teachers regarding screen times. This is also predicated on our LMS working consistently. Other school districts have reported crashes and connectivity problems already. Our mantra from March 13 through June 12 was and will continue to be, “do the best with what you can in your regular 8-hour duty day”. Parents, students and teachers will struggle with finding a balance with these schedules, please continue to lift your voices to the Board of Education and Executive Staff.

EVERYONE needs to be flexible. Nobody should be working 12-14 hour days as they were in the spring.

Can an administrator record my lessons?

Administrators may enter your virtual classroom, just as they would in an onsite classroom, however an administrator may not record your teaching without consent.

LBUSD Alternate Work Location Agreement—what are the key points?

1. Your pay, benefits, sick leave, and retirement are the same whether you work on campus or from home.
2. You must set aside a space in your home for work that is safe.
3. Dress professionally and keep your workspace free from visual and audible distractions.
4. Regular work hours will be followed that attempts to mirror the instruction that would be provided in-person. Teachers must assist in the distribution of resources and materials required of their students for their class.
5. If a teacher is not fulfilling the job duties, the alternate work location agreement may be revoked.

Where do I complete the LBUSD Alternate Work Location Agreement?

The work agreement form is on the LBUSD HRS website.

https://www.lbschools.net/Departments/Human_Resource_Services/certificated-alternative-work-location-agreement.cfm

I completed the LBUSD Alternate Work Location Agreement but it indicated that I need to contact my site administrator. Does that mean my agreement was not accepted?

No, this notice will appear for music teachers, SLPs, nurses, and teacher librarians. A portion of your job may require working on site to fulfill your job requirements. You need to communicate to your administrator when you will be working on site. For music teachers, it is probably only when you are fitting and distributing instruments. For other groups, it may be one day per week. The key is that you must fulfill all of your job duties, not that you will take on additional duties outside of your job description.

What if I chose to work from an alternate work site but need to get supplies or teaching materials from my school site?

The District acknowledges that employees may need to get essential instructional materials from their classroom. On Thursday, August 20, the TALB & LBUSD bargaining teams will meet to discuss safety, the CCT and co-teaching special education models. We hope to iron out plans for employees to SAFELY report to campus to pick up instructional materials as needed. As of now you are to email your site manager/principal to confirm a request to report to campus. The manager/principal may give you a 72 hour window to report. Safety is of the utmost importance. Scheduling times where ALL parties can be as safe as possible will be paramount.

There seem to be so many unknowns in this COVID environment. Where can I learn about my leave options?

The LBUSD HRS webpage has the various leave options listed.

https://www.lbschools.net/Departments/Human_Resource_Services/

These include but are not limited to sick leave, COVID sick leave, FMLA, COVID FMLA, and Child Care Leave. Please read and consider your options before filing. Once a leave has been filed and accepted by the LBUSD Board of Education, the leave may not be rescinded.