

Reopening of School MOU FAQ

1. Definitions

2. Health and Safety

Q: What happens if the district does not follow the health and safety requirements and site procedures? Including PPE requirements, hand sanitizer, cleaning etc.

A: The district must follow all current Alameda County Public Health Department (ACPHD) guidelines and provide PPE to all unit members. Should the district not provide the mandated PPE the Unit Member and administrator will JOINTLY decide (Refer to 2.2.5). No unit member should be directed to violate ACPHD guidelines.

Q: What happens if someone does not comply with health and safety procedures?

A: Prior to returning to in person instruction, site administrators will develop a plan to enforce the provisions outlined in the MOU. Lack of enforcement can be grieved. If a grievance is necessary, please contact your NHTA site rep.

Q: How will the district calculate the max capacity of rooms?

A: Room capacity will be calculated and posted prior to the start of in-person learning. If a unit member believes there is an error, they should contact their site administrator immediately. (Refer to 2.4.1.1.)

Q: Can we get a school map that shows the unidirectional arrows so that everyone knows them and will be familiar with them?

A: The district will clearly mark all pathways with arrows. Any request for a map would need to go through site consult or by speaking with administration if not provided.

Q: If a student, teacher or HVAC filter is tested positive for COVID-19, does that mean that all cohorts that were exposed will be in quarantine?

A: The district is required to inform the Alameda County Public Health Officers who would in turn make that determination and give direction for next steps.

Q: Who is accountable for the quality of air in the classrooms and the general maintenance for the HVAC filters/systems?

A: The district is responsible for regulating maintenance schedules and must comply with county/state guidelines in regards to the HVAC systems. Please notify your site

administrators and maintenance personnel immediately if you experience any difficulties with your classroom HVAC system.

Q: What if my classroom or workspace is too small to sufficiently allow for social distancing according to the county guidelines?

A: School sites are responsible for providing a workspace that meets the physical distancing requirements set by the county. These provisions may include physical barriers, face shields etc. Members may be assigned an alternate workspace or classroom.

Q: Are there “stable cohorts” at Logan?

A: There are not stable cohorts in the current hybrid models for Logan.

3.Hybrid & Distance Learning Models

Q: Will teachers be compensated for any job related duties that are held outside of work day?

A: The MOU has not changed the provisions contained in the collective bargaining agreement in regards to job related duties outside of the work day.

Q: Who will be determining the criteria for moving from distance learning into a hybrid model?

A: The criteria for the reopening of schools and a transition to a hybrid model will be established by local and state agencies.

Q: How is attendance going to be recorded during distance learning? What is the teacher's responsibility in regards to attendance?

A: The district is responsible for developing a plan, training teachers and supporting staff to meet daily attendance requirements and procedures.

Q: Who is responsible for the full time distance learning of a medically fragile student?

A: The responsibilities of the students who are “medically fragile” are outlined in the current bargaining agreement and are not altered by this MOU. These students may use the accommodations from the PLA or home/hospital instruction.

Q: How are we going to be prepared to use new technologies (zoom, canvas, seesaw, etc.)?

A: The district is responsible for providing PD opportunities for new technologies and learning management platforms. Unit members must use district mandated technology and learning management platforms.

4.Leaves

Q: Are there 2 asynchronous school days given for transitioning from distance to hybrid learning models AND 2 asynchronous days given to transition from hybrid to in-person?

A: Teachers will receive 2 days of asynchronous teaching when transitioning from distance to hybrid models. Teachers will be given 2 days notice when transitioning from hybrid to full in-person models. Since teachers are already teaching partially in-person during the hybrid model, there is no asynchronous teaching consideration given for this transition.

Q: Are the 10 days of paid family leave in the Families First Coronavirus Relief Act (FFCRA) in addition to OR the same as the 10 days we normally get for sick leave?

A: The FFCRA is a federal program separate (in addition) to your sick leave.

5.Transfers and Reassignments

6.Childcare

Q: Does the district have a plan for teachers who have children at home?

A: The district was able to offer a 25% discount for Kids First childcare. There are no other accommodations for teachers with children.

7.Evaluations

8.Elementary Specialists

Q: What is the plan to ensure students have equitable access to resources at home for; pe, media, music, science? For example does every student have access to some sort of ball, or a jump rope, access to a safe space outside in which to exercise,? Are all students able to access the Internet outside to follow a lesson?

A: Student accommodations do not fall within the scope of bargaining. There are no provisions in the MOU concerning student accommodations in this question.

9.People, Personnel Services, Staff & Other Staff Not Assigned a Class Roster

10.Special Education

Q: How will testing/assessment around an IEP or 504 plan for a student be executed?

A:Should a bargaining member be legally required to perform an assessment in person, health and safety protocols will be followed to ensure maximum precautions are taken (Refer to 10.2). All other testing can be done virtually.

11.COVID 19 Exposure and Cohort/School Site Closure

Q: When a class/cohort is required to quarantine, is the duty-free work day a paid work day? Also, are the students who are receiving distance learning while in quarantine receiving distance learning from their original teacher or from a PLA teacher?

A: If your class is required to quarantine, during the hybrid model of instruction you will be allowed one paid duty free day to transition into distance learning. The student will receive distance learning from the teacher of record as long as they are medically able to do so.

12. Training and Procedures

Q: Is there a set time frame for which the district can require our meetings/trainings?

A: Principals and NHTA representatives shall work together to determine appropriate times for meetings and/or trainings.

13. Accommodations

Q: How and when should members contact the district if they or someone in their household is at high risk?

A: As soon as possible, contact your site administrator and Derek McNamara.

14. Access Limitations and Association Rights

15. Grievance and Expedited Arbitration

16. Consultation Rights and Reserved Rights to Further Negotiate

17. Duration