

ITA-IUSD SCHOOL CLOSURES MOU

FAQs

QUESTION	ANSWER
Does “responding to parents within 48 hours” include weekends?	No, the 48 hours do not include weekends. There is no expectation that our members will be working on weekends
Why can't we be on campuses for longer than an hour?	<p>There are several reasons we agreed with the district to limit the amount of time unit members may be on campuses:</p> <ol style="list-style-type: none"><li data-bbox="735 426 1425 499">1. The entire state is under a stay at home order and we need to follow those guidelines.<li data-bbox="735 499 1425 667">2. All of our members are expected to work remotely – which means away from school sites. Unit members should only be on campus to collect personal items or materials necessary to provide distance learning opportunities for students.<li data-bbox="735 667 1425 772">3. We want to ensure that all classrooms and other areas have been cleaned and sanitized prior to allowing anyone on campus for any reason.<li data-bbox="735 772 1425 909">4. Having people on campuses for extended periods of time puts others at risk including our custodial staffs and our administrators who have the responsibility to clean and disinfect all areas of campuses. <p>Remember, if you need to go on campus to collect materials, you must arrange a time with your administrator or supervisor.</p>
What about staff meetings?	Staff meetings are to be conducted in a manner consistent with current practice. For most of us that means one meeting per week.
What if I am having difficulties with my laptop or other equipment?	Call your administrator and file a work order. ITA leadership is working with the district to ensure all of our members have access to trainings on how to use the various distance learning platforms and to ensure that our equipment (laptops, etc.) are functioning
How long is the workday?	The workday is 6 hours. However, members have the flexibility in terms of when they work those hours. If it is more effective to work with your students later in the day due to parent availability or your own personal needs (childcare, etc.), you have the ability to schedule your student contact time. This may include staff meetings. Principals should be reaching out to members to schedule a time that works for everyone

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<p>Who decides what distance learning will look like for the rest of the school year? What about grading?</p>	<p>Ultimately, the district has the right to design what distance learning will look like. However, ITA has the right to consult with the district on this issue. ITA leadership has very clearly laid out our concerns regarding student access to technology and/or the internet as possible impediments to online distance learning. <u>Live video conferencing is NOT required for members as a way to interact with students.</u> .</p>
<p>What about grades?</p>	<p>We are still waiting for clear guidance from CDE on issues around grading (e.g. A-F letter grades, pass/no pass, credit/no credit, etc). The district has the right to define the grading policy and ITA has the right to consult with the district on this issue. However, because of the unique circumstances around our new school reality and due to the concerns we have about students' access, as of now, any grading that does take place should only enhance a student's grade and should not be punitive</p>
<p>Will the district lose any state funding and will we continue to receive our salary and benefits?</p>	<p>The district will not lose any funding and all employees will receive their salary (including any stipends for extra duty assignments) and benefits.</p>
<p>How and when will we be able to distribute materials to our students who don't have access to a computer and/or the internet?</p>	<p>ITA leadership is in discussions with the district on how to safely and efficiently distribute materials like workbooks, packets, etc. to students. We are working to collect the names of students who do not have access to online learning opportunities to best meet their needs and provide continuity of learning.</p> <p>If you have students who are not checking in, who you have not been able to contact, or are unable to access online resources, please let your administrator know their names so we can develop a plan to connect with them.</p>
<p>Why are principals at different schools sending out conflicting messages or directives?</p>	<p>Principals should not have been giving directives around our members' work while we were in the process of negotiating this MOU. We reported those instances to the district and principals were told to hold off until the MOU was reached. We have asked the district to ensure that all principals are receiving and delivering the same messages to all members throughout the district and we will continue to work with the district to ensure that messages are clear and consistent.</p>

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<p>What if I become ill during the school closures or will be going on leave?</p>	<p>If you become ill during the school closure, you will not be charged with sick leave. However, if you need to take an extended leave (maternity leave, bereavement leave, etc.) you will take that leave in accordance with contractual guidelines.</p>
<p>What if I need a substitute?</p>	<p>If you are unable to work, you must let your administrator know as soon as practicable and inform your students and parents. If the leave is expected to last for more than three days, your administrator will ask for a volunteer to substitute for you from the same grade level or department. The volunteer will receive the full substitute rate for each day of coverage. This opportunity can be split among different people depending on the circumstances. If there are no volunteers, the administrator may assign someone to substitute.</p>
<p>What does the “hold harmless” provision include? How do we protect ourselves from misuse of online platforms?</p>	<p>ITA leadership fought very hard to ensure that our members would not be required to use any type of live video conferencing platform (Zoom, etc.) over concerns of student misuse, student access, privacy, and external issues such as “zoom-bombing.” ITA will be working with the district to ensure that those members who want and/or need to use these types of platforms have the necessary training provided on its use and how to protect themselves and their privacy.</p> <p>If you experience any issues using these resources (student misbehavior, outside hacks, etc.), you should report them immediately to your administrator.</p>
<p>What does it mean that unit members shall deliver... through the use of audio and/or video technology?”</p>	<p>While there is no requirement that unit members use live video or audio streaming platforms to communicate with students, there are many opportunities to use other video and/or audio technologies. Educational YouTube, TED Talk, or other videos can be incorporated into lessons that students can access for learning.</p> <p>CTA has many resources, best practices, and webinars available for educators to help them navigate our new distance learning reality. You can access them here: https://californiaeducator.org/2020/03/16/schools-coronavirus-what-you-should-know-2/</p>

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<p>How do we provide services identified in students' IEPs?</p> <p>How do gen ed and special ed teachers ensure the needs of our students with disabilities are being met?</p>	<p>CDE and the US Department of Education have mandated that services identified in a student's IEP are to continue. However, given the circumstances, it is necessary for gen ed and special ed teachers to collaborate on how to adapt lessons in order to meet those needs.</p> <p>Psychologists, Speech Pathologists, etc. will continue to provide services to students and Program Specialists will work with RSP and SDC teachers and related service providers to design activities to ensure continuity of learning for our students with special needs.</p> <p>IEP timelines have not been waived by the US DOE IEPs will continue to the extent proscribed in the MOU and all parties who would otherwise participate are required to do so unless excused by the student's parent/guardian. IEP meetings will be conducted via video conference or over the telephone.</p>
<p>What happens to my evaluation for this year?</p>	<p>All evaluations for this year are considered complete. If you were being evaluated this year and did not have your final meeting with your administrator and receive your final document, you will receive it by the end of the year. If either party does not agree with the final document, the evaluation cycle may roll over into the next school year.</p>
<p>How will ADA be calculated for the rest of the year?</p> <p>Will we have to make up instructional days?</p>	<p>The state has committed to continue to fund school districts for the remainder of the school year based on the ADA reported as of the school closures. Because we are continuing to educate our students via distance learning, there should be no "make-up" days that extend the school year. Ultimately, in the extremely unlikely event the state mandates any make-up days, that would be subject to bargaining with the district as we already have a negotiated work year. If there were any days negotiated, unit members would be compensated for those days.</p>
<p>Why weren't School Site Council meetings canceled like other adjunct duties or committee assignments?</p>	<p>School Site Councils need to continue as long as there are any outstanding issues that need to be taken care of (Site Safety Plans, SPSAs, etc.). Additionally, the programs and/or stipends that are funded through SSCs need to ensure that proper accounting occurs.</p>
<p>How can we ensure our worksites will be cleaned and disinfected prior to as well as after returning to work?</p>	<p>ITA leadership is committed to holding the district accountable to its obligation of ensuring our worksites are safe for the return of staff and students. We will demand evidence that those efforts have taken place and we will fight any attempt to return staff or students to schools that have not been properly cleaned and disinfected.</p>

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<p>How often will this MOU be revised and will members have input?</p>	<p>This MOU will be revised as often as necessary. This has been a very fluid and ever-changing experience. As we receive guidance and clarification from CDE and the US DOE, ITA will demand to bargain any impacts and effects they may have on our members' working conditions.</p> <p>As always, if you have concerns or issues you believe need to be discussed and/or negotiated with the district, please contact your site rep and/or ITA leadership.</p>
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