

**MEMORANDUM OF UNDERSTANDING
BETWEEN the LOS ANGELES LEADERSHIP ACADEMY
AND the LOS ANGELES LEADERSHIP UNITED
REGARDING the 2021-2022 School Year**

September 8, 2021

The Los Angeles Leadership Academy (LALA) and the Los Angeles Leadership Academy United, CTA/NEA (LALAU) also referred to as the “Parties” enter into this Memorandum of Understanding ("MOU") regarding the 2021-2022 school year.

The Parties recognized there a need to open schools for in-person learning based the Los Angeles County Department of Public Health (LACDPH) and [Reopening Protocols for K-12 Schools: Appendix T1 \(lacounty.gov\)](#). The Parties agree the LA Leadership Academy as well as the unit members and all relevant parties, where applicable, will comply with the LACDPH Order for Reopening Schools [Reopening Protocols for K-12 Schools: Appendix T1 \(lacounty.gov\)](#).

The Parties further agree to the following:

1. Unit members will be provided the opportunity to order necessary equipment and supplies for their classrooms.
2. Surveillance testing shall be provided for all school personnel. Periodic testing for all school personnel when instructed by the Department of Public Health based on local disease trends and/or after resolution of an outbreak at the school. All surveillance testing results will be reported to the Department of Public Health.
3. Masks shall be worn at all times except when eating or drinking, working alone in a classroom or private office when the doors are closed or when they are the only individual present in a larger open workspace for multiple employees. Mask are recommended to be worn outside, on school premises, when six (6) foot distancing cannot be observed unless eating or drinking.
4. Vulnerable employees (those above age 65, and those with chronic health conditions that would place them at high risk if infected) are assigned work that can be done from home whenever possible. Employees in this category should discuss any concerns with their healthcare provider or occupational health services to make appropriate decisions on returning to the workplace.
5. Unit members may use the LALA General Complaint policy and procedures for non-compliance issues so they may be dealt with in a timely manner in an effort to solve


any issues that may arise before reporting issues to outside agencies such as the LACDPH.

6. The Parties agree that all other provisions of the current Collective Bargaining Agreement are still in effect. The Parties further agree that either Party may request to renegotiate this Agreement at any time.

This MOU shall expire on June 30, 2022.

For the Academy

Date



For LALAU

9/18/21

Date