

**MEMORANDUM OF UNDERSTANDING
BETWEEN the LOS ANGELES LEADERSHIP ACADEMY
AND the LOS ANGELES LEADERSHIP UNITED
REGARDING the
School Reopening for the 2020-2021 School Year
For In-Person Learning
Addendum #3**

On July 27, 2020, the Los Angeles Leadership Academy (LALA) and the Los Angeles Leadership Academy United (LALAU) also referred to as the "Parties" entered a Memorandum of Understanding ("MOU") regarding the school reopening for the 2020-2021 school year.

The Parties recognized there a need to reopen schools for in-person learning based the COVID-19 and Reopening In-Person Instruction Framework & Public Health Guidance for K-12 Schools in California, 2020-2021 School Year ([Consolidated Schools Guidance.pdf \(ca.gov\)](#)) and 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 have agreed there is a need to amend the original MOU and have agreed on the terms to amend as described below. These terms are described here and shall attached to the original MOU as Addendum #3 for the purposes of providing in-person instruction in a hybrid model at the primary, middle school and high school sites and therefore agree to the following:

1. Grades ETK-2 first day of in-person Hybrid instruction will be April 12, 2021.
2. Grades 3-5 first day of in-person Hybrid instruction will be April 19, 2021.
3. Grade 6 and Grade 12 in-person Hybrid instruction will be April 19, 2021 if Los Angeles county is in the Red Tier.
4. To implement a hybrid model of instruction the Parties have agreed as follows:
 - a. Classroom furniture and adult workspaces are set up to ensure 6 feet physical distancing.
 - b. Where 6 feet of distance is not possible, physical barriers are used to minimize close contacts.
 - c. Furniture designed for in-class group activities that bring students closer than 6 feet has been reconfigured or removed from the classroom.
 - d. Teaching methods have been modified to avoid close contact between students for any classes that may usually involve group activities.
4. Each unit member shall receive two (2) paid time off (PTO) days for use during the remainder of the 2020-2021 school year to be used at the unit members discretion. These days are in addition to

any of leave days in the LALA-LALAU CBA but shall not accumulate nor carryover into the next school year.

5. Each unit member returning to in-person instruction shall receive a stipend of \$750 as payment for preparation the transition from Distance Learning to in-person instruction, to be paid in a lump sum, in a separate check, on or before the last pay period in June 2021.

6. Unit members will be provided the opportunity to order necessary equipment and supplies for their classrooms.

7. A plan for incorporating surveillance testing into regular school operations of all school personnel. The plan must describe the strategy for ensuring access to periodic testing for all school personnel to be implemented when instructed by the Department of Public Health based on local disease trends and/or after resolution of an outbreak at the school. The plan must provide that all surveillance testing results will be reported to the Department of Public Health.

8. 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.

9. The Parties shall develop a review or notification process 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 would need to be made.

10. The Parties agree that all other provisions of the current Collective Bargaining Agreement and the Memorandum Agreement to Reopen School for the 2020-2021 are still in effect. The Parties further agree that either Party may request to renegotiate this Agreement at any time.

For the Academy



For LALAU

Date

_____3/14/21_____
Date