

Memorandum of Understanding
Between
Lompoc Federation of Teachers
And
Lompoc Unified School District (AFT 5131)

HR84-LFT

RE: CORONAVIRUS RESPONSE

This Memorandum of Understanding is agreed between Lompoc Unified School District and the Lompoc Federation of Teachers (together "LFT") concerning the District's response to the coronavirus (COVID-19) pandemic.

The District and LFT recognize the importance of maintaining safe facilities and operations, for the benefit of the students and communities served by the District and its teachers and staff. We recognize the importance of prudent measures to prevent District employees, students, their families, or other people using District facilities from being exposed to or infected with coronavirus. Care shall be taken to identify potential exposure and prevent the spread of the disease. We agree that continuity of District operations shall be maintained, and provisions shall be made for District employees who are impacted by the pandemic.

LIVING AGREEMENT

For the purposes of this Memorandum of Understanding (MOU), the parties agree to meet and confer and/or meet and negotiate, upon the request of either party, as a result of issues that arise in the administration and application of this MOU.

SAFETY

A. FACE COVERINGS

The District and LFT recognize the need to comply with state and local mandates regarding face coverings for the safety of students and staff. As these mandates change, the District and LFT shall meet to discuss the impacts and effects of changing the face covering policy.

B. CLEANING

Hand sanitizer shall be provided, restocked, and accessible at all sites.

C. SANITATION AND CLEANING PROCEDURES

Unit members shall be provided information for the purpose of unit members acquiring a better understanding of the sanitization procedures that shall be followed at sites. Sanitation versus cleaning shall be clarified. In addition, site schedules for sanitation and cleaning shall be provided. The District shall also comply with all Local, State, and National Public Health Department guidelines for PPE (Personal Protective Equipment) and provide such equipment to all employees required to report to work.

D. LEAVES

In the event a Unit Member believes they have been exposed to the Coronavirus they shall self-quarantine and the District shall apply all applicable leaves, such as, but not limited HR 6201 or FMLA. In addition, should a Unit Member fail a site health screening or self-identify as having symptoms of COVID-19, the District shall apply all applicable leaves, such as, but not limited HR 6201 or FMLA.

All Unit Members in a vulnerable demographic, including but not limited to those 65 and older, those with underlying health condition such as diabetes, lung disease, compromised immune system, or care for such a person in their home, shall follow all Executive Orders from Local, State, and National authorities and may shelter in place, and not report to work. The District shall apply all applicable leaves, such as, but not limited to HR 6201 or FMLA and may arrange with the District for an accommodation using the Interactive Process.

F. **CLASS SIZE**

In an effort to ensure that physical distancing is feasible within the classroom, class size in the physical classroom shall remain small enough to allow for 6' spacing between students. Principals, or designee(s) shall provide the specific capacity of a unit member's classroom(s) upon request.

G. **PHYSICAL DISTANCING**

In order to maximize the safety of all, the importance of 6' physical distancing shall be taught to students, and shall be expected to be followed by all, whenever practicable. Furniture shall be positioned to provide for 6' physical distancing, whenever possible. In the event that this is not possible, seating shall be spaced to allow for 6' spacing between each person.

PEDAGOGY

A. Regardless of the final schedule chosen by the District, there will be no requirement to teach live and remote cohorts simultaneously.

The only exception shall be Unit Members who may be asked to take attendance and introduce lessons to remote learning students briefly at the beginning of class before they devote their full attention to in-class students.

COMMUNICATION

A. LFT and the District will continue to meet and consult as needed when issues related to the pandemic arise that impact Unit Members.

Agreed to on the 29th day of June 2020 and will expire June 28, 2021 unless extended by mutual agreement. This Memorandum of Understanding shall be non-precedent setting.



Lodene Blair
President
Lompoc Federation of Teachers



Date



Bree Valla
Assistant Superintendent, Human Resources
Lompoc Unified School District



Date