



LOMPOC FEDERATION OF TEACHERS (LFT) Union Local 3151
A Division of the California Federation of Teachers (CFT) and an affiliate of the American Federation of Teachers (AFT)

January 13, 2021

LFT General Meeting

Roll Call: LH, FILL, HAP, MIG, LVMS, Ruth, LHS, LC, CHS, LB, BV, CV, VMS, Map, Bob

Notice to Members:

- **Information Request:** Submitted to District Monday, January 11

Old Business:

- **Recommendation to School Board on Reopening Plans:** Before Thanksgiving Break, LFT and District Leadership sent out to all staff our joint recommendation to the School Board on school reopening plans:
 - Continue with distance learning for the duration of the school year for secondary unless we reach the orange tier. Then revisit reopening plans at the quarter.
 - Reopen elementary schools, with a phased in approach, once Santa Barbara County is in the orange tier, but no sooner than March 1st, the start of the next grading period.
 - The phased approach will begin with TK-1st & SDC cohorts, 2nd -3rd grades & elementary special education students, 4th -6th grades & secondary special education.
 - Elementary students attending in-person would do so from approximately 8 am- 12 pm. The afternoons would be distance learning for all students.

New Business:

- **Negotiations Updates**
 - **COVID-19 MOU:** The LFT Negotiating Team met with the District's Negotiating Team on Thursday, December 10 at the District's request. As we previously shared with the survey we sent to members prior to that negotiating session, the District requested we meet to discuss potential changes to provisions in the COVID-19 MOU regarding physical distancing and simultaneous instruction during hybrid learning.

In preparation for that negotiating session, members of the LFT Negotiating Team visited Santa Ynez High School to observe simultaneous instruction to remote and in-person students; talked with several teachers at Santa Ynez High School in candid conversations about their experiences teaching in that format; discussed the impact of simultaneous instruction with other local union leaders from districts throughout California where that practice is currently in use; and reviewed the 165 survey responses submitted by LFT unit members.

Ultimately, the LFT Negotiating Team decided that the District's proposals on the two topics up for discussion did not satisfy the two primary interests LFT has worked to protect during this COVID-19 crisis:

- Providing the best possible instruction to students while protecting the health and safety of students, staff, and the community
- Preventing teacher burnout in order to retain quality teachers in our District

As such, LFT did not believe it was appropriate at this time to agree to any substantive changes to the provisions on maintaining class size limits to ensure that physical distancing can be accommodated in the classroom and on not requiring teachers to simultaneously teach both in-person and remote students simultaneously during hybrid learning.

Because of misunderstanding surrounding the language agreed to in the summer regarding simultaneous instruction, both teams did agree to add a sentence to clarify the original intent of that provision (added language is in red):

PEDAGOGY

*A. Regardless of the final schedule chosen by the District, there will be no requirement to teach live and remote cohorts simultaneously. **Teachers may elect to teach remote and in-person students simultaneously during hybrid learning.** 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.*

The new COVID-19 MOU can be found [here](#).

- **Lead Psychologist MOU**—At the December 15 School Board meeting, Board Members voted to approve a new MOU creating a Lead Psychologist position. The MOU can be found [here](#).

Forum: What is going well? What can LFT assist with?