

2 25 21 FCEA - FCUSD Joint Communication

Negotiation teams met Wednesday, 2-24-21 and bargained an agreement regarding the impacts and effects of secondary certificated staff returning to in person hybrid instruction. These teams have been meeting weekly for almost a year and have worked together to create agreements to provide staff with safe working conditions and students the best possible learning experiences.

Small Cohort Learning Recovery Programs: This MOU allows staff to work with students in Learning Recovery Programs. This agreement gives each school (K-12) the flexibility to create programs and provides an hourly rate of \$50 per hour. These programs will focus on students (K-12) with unique needs (such as disengaged students, English learners, low-income students, foster youth, homeless youth, and migrant students) and be scheduled after school or on a Saturday.

In-Person Hybrid Instruction (Secondary): This MOU provides important information for staff as we return to in-person hybrid instruction at our secondary schools.

Timeline: The timeline will follow a few criteria so we cannot provide exact dates at this point. Here are the factors we will use as we bring students and staff back to school at our secondary sites. Please note that all staff are currently welcome to work from their school site.

Folsom Middle School and Sutter Middle School: Because these schools begin their last grading period sooner than our other secondary schools, these sites may open for in person instruction as soon as the week of March 1st. FCUSD is waiting upon direction from Sacramento County Public Health Department and the California Department of Public Health. We may begin with 6th grade only or we may begin with grades 6-8. As soon as SCPH provides approval, we will notify staff and families and schools will transition to the In-Person Hybrid schedule.

Mills Middle School and Mitchell Middle School: Because these schools begin their last grading period the week of March 15, these sites may open for in person instruction as soon as the week of March 15. Again, FCUSD is waiting upon direction from the Sacramento County Public Health Department and the California Department of Public Health. We may begin with 6th grade only or we may begin with grades 6-8. As soon as SCPH provides approval, we will notify staff and families and schools will transition to the In-Person Hybrid schedule.

Folsom High School, Vista del Lago High School, Cordova High School, Kinney/ Prospect 7-12 Folsom Community Charter 7-8, Folsom Lake High School, and Walnutwood High School: Because these schools begin their last grading period the week of March 15, these sites may open for in person instruction as soon as the week of March 15. Again, FCUSD is waiting upon direction from the Sacramento County Public Health Department and the California Department of Public Health. As soon as SCPH provides approval, we will notify staff and families.

Education Services Center: Non-roster bargaining unit members may work remotely or from a site work space during regular school hours as the unit member deems necessary. Bargaining unit members are expected to be at ESC to fulfill duties such as meetings and projects. ESC employees are required to follow the Health and Safety Guidelines outlined in the District COVID Safety Plan (CSP). Per the Sacramento County Public Health Department, the ESC is to follow the same guidelines as our schools.

It is important that support is provided during this time of transition and the following initiatives are in place.

- 1) Facilities: All sites have a Covid Safety Plan in place and the plan is posted to the website of each school site. This plan incorporates the procedures and protocols from multiple sources and applies them specifically to each site.
- 2) Students are assigned in three groups A, B, and D (Distance Learning). At any time, only the A group or the B group will be on campus. This will allow for social distancing.
- 3) Staff have the ability to provide concurrent instruction. While only one group will be physically present, the other two groups will be able to use Zoom or Teams to be virtually present with the in-person class.
- 4) Professional Development will be provided- A robust schedule of professional development was launched Monday, February 22 and will continue every Monday until March 22. These professional development sessions will be recorded and available to all staff.
- 5) Mondays in March, Secondary staff will be excused from staff meetings and PLC's to concentrate on professional development and classroom preparation.
- 6) Special Education (will follow the above site-specific timelines):
 - a) Non-roster bargaining unit members, related service providers, and resource specialists may serve students primarily through distance learning and may provide in-person instruction or conduct assessments in-person when prudent.
 - b) Special education teachers and service providers will have an AA BB schedule that mirrors the AA BB schedule of general education teachers at the same grade level and school site. This will allow for students to be included in the general education classroom during any part of the instructional day.
 - c) Special education students in self-contained classes may be placed on a 4-day schedule based on student's IEP and social distancing guidelines.
 - d) IEPs shall be held during the regular workday. On the rare occasion that additional time beyond the workday is necessary to complete an IEP meeting, the administrator or his/her designee in attendance at the IEP shall determine whether to schedule an additional IEP date to be held during the workday, or to continue the IEP meeting beyond the workday. Bargaining unit members shall be compensated at the hourly \$45 rate for such additional time beyond the workday.