

COVID-19 UPDATE 5/4/20

Instructional plans

As we continue to proceed through this period of distance learning, I want to take the time to remind all members of an important provision of our COVID-19 MOU that we reached with the Office on March 31, 2020. The MOU states that "[t]he site administration shall work collaboratively on an ongoing basis with site LACEA members on methods to effectively and efficiently provide instruction to students when unit members are working remotely." We have the power through our MOU to decide our instructional plans locally in collaboration with our site administrators. During this COVID-19 response period, we get to say how we instruct our students rather than teaching by managerial directive. However, we have to be willing to use the power we possess.

In developing these instructional plans, we should look to strike a balance between connecting with our students in a more effective way and recognizing the prep time and energy that goes into instructing remotely. For example, if the use of PowerPoint (or any other technology resource) to deliver remote instruction is too burdensome for some of our members, then as a PAU or site staff, you can agree to make PowerPoint use optional. If the frequency, length and content of the remote sessions places more demands on us than is reasonable, we have the right to push back and develop more reasonable expectations. Be mindful of the total and consecutive screen time you are putting in your remote teaching schedule. Each session should be no more than about an hour. If you are co-teaching, it can go longer, but consider the amount of time you are asking students to spend in the sessions as well.

If you feel that you are being told what and how to teach rather than being a part of that decision making, then there is a violation of the MOU to resolve. Share those feelings with your site leaders or Exec Board members.

Possible RIF after July 1

As we discussed in the virtual Rep Council meeting on April 16th, there is a provision in Ed Code section 44955.5 that would allow LACOE to lay off permanent and probationary members during the time period after the state legislature approves the budget and August 15th, if LACOE determines that its total revenue limit per unit of ADA has not increased by at least 2% and that it is necessary to decrease the number of permanent employees. This type of RIF, if it is going to happen, needs to be completed by August 15th. Given our current economic reality, there is a real possibility that the qualifying conditions for invoking section 44955.5 may be met. This is a section that doesn't get invoked very often and lacks specificity in the process to be applied during this type of RIF. Unfortunately, this means that there is a lot of uncertainty connected to this type of RIF. We are having regular conversations with our CTA Staff, Mr. Joseph, who is also making use of CTA's expertise in this type of RIF and will share any information we get as we learn more about whether we will go through this additional RIF and how it will proceed.

Scott closure

Last week on Wednesday, 4/29, Probation notified the Office that they would be temporarily closing Camp Scott effective 5/8/20. There is no planned date for the return of the girls currently at Camp Scott or any other reopening of Camp Scott. Probation's plan is to move the remaining eight girls at Camp Scott to Dorothy Kirby Center. The Office has stated its intention to consider this a temporary displacement through June 30th since we know nothing about the return to or reopening of Scott. Under normal circumstances this would mean a displacement for the members at Scott to available vacancies Office-wide. However, that initial, temporary displacement likely would be followed by a subsequent displacement at the end of the school year in anticipation of staffing changes going into next school year. In light of the fact that we are in this distance learning mode of instructional delivery, there may be other options available for the staff since a physical reassignment or transfer is not required right now. We will pursue a result that maximizes preferable outcomes for our members.

Thank you for all you have done and will continue to do during this new, not-so-normal period.

Sincerely,
Troy Doyle
LACEA President