

**Memorandum Of Understanding  
Distance Learning**

**Between the  
Bellflower Teachers Association  
And  
Bellflower Unified School District On  
Entered into July 30, 2020**

The Bellflower Teachers Association ("BTA") and the Bellflower Unified School District ("District"), jointly referred to as the "parties" enter into this Memorandum of Understanding ("MOU") regarding the issues related to COVID-19 and distance learning during the 2020-2021 school year. This MOU shall remain in effect for the duration of the 2020-21 school year until distance learning has concluded. The parties shall meet and confer regarding plans for hybrid or regular attendance once those options or directives become clear and obtainable.

**Academic Freedom:**

Bargaining unit members shall determine the means and method for providing distance learning based on the BUSD distance learning platform, their resources, and their students' ability to access the curriculum. Bargaining unit members shall be responsible for planning appropriate standards-based instruction, monitoring student work completion and participation, providing student feedback, and reporting non-participation to the site administrator for additional outreach and follow up.

**Distance Learning Expectations:**

1. Bargaining unit members shall provide 240 instructional minutes in a collapsed/minimum day schedule.
2. Bargaining unit members shall provide students with an opportunity for live interaction daily, which may include office hours as described in section 3 below. Whole/small group support, intervention, and/or independent work may be used to satisfy instructional minutes as determined by the bargaining unit member. The parties agree to meet and confer over any changes to this section-necessary to conform to changing State requirements.
3. Bargaining unit members shall be available for 1 hour during the contract day for students and parents during teacher office hours. Students may be working independently during this time.
4. Bargaining unit members shall communicate regularly with parents at the bargaining unit members' discretion.
5. The first and last hour of the contract day shall be reserved for teacher directed planning.
6. Morning meetings may be scheduled per Article VII B.14 and D1 of the parties' collective bargaining agreement ("CBA").
7. Elementary staff development Wednesdays may be scheduled per the Article VII E. 2. of the CBA during the last hour of the contract day.

8. Elementary PLC/Grade level meetings may be scheduled once a week during the last hour of the contract day.
9. Optional professional development opportunities can be scheduled during the last hour of the contract day.
10. PE coaches and elementary music teachers will continue to provide instruction.
11. Bargaining unit members will not be required to hold office hours, attend staff development/PLC/Grade level meetings, or staff meetings the weeks of Back to School Night, Open House, parent conferences, during finals, the last day of the quarter/trimester/semester, the week prior to report cards being due, and the last week of school.
12. Pre-Covid-19 school site contract hours shall remain the same for the duration of this MOU.

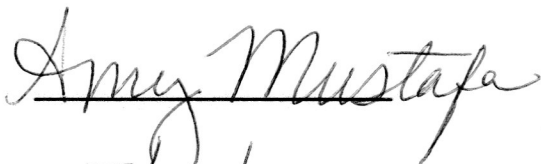
**Safety:**

Bargaining unit members may access and work from their classroom/office worksite during regular school hours as they deem necessary, but shall not be required to report to the District in person while working under the current distance learning model. In the event a bargaining unit member reports to a District worksite, he/she shall be responsible for following State and Los Angeles County Public Health Department requirements and recommendations. Except when working independently in their classroom/office, while on District premises, bargaining unit members shall maintain a minimum of six feet physical distancing between themselves and other individuals and be required to wear a face mask. Staff who cannot wear a mask because of a documented health issue shall be required to wear a face shield and neck drape (tucked into the shirt).

**Covid-19 Leave:**

Bargaining unit members who are ill due to COVID-19 and unable to perform their duties will suffer no loss of pay and benefits and no deduction from the member's sick, personal, or extended illness leave. Unit members will be required to submit a physicians' note and/or testing documents when available or as required through County or State health departments.

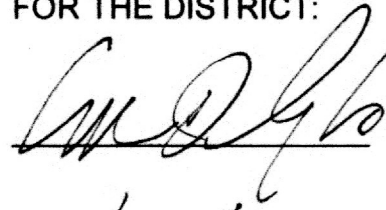
FOR THE ASSOCIATION:



7/30/2020

Date:

FOR THE DISTRICT:



7/30/2020

Date: