SIDELETTER BETWEEN
THE LOS ANGELES UNIFIED SCHOOL DISTRICT
AND ASSOCIATED ADMINISTRATORS LOS ANGELES

The Los Angeles Unified School District ("District") and Associated Administrators Los Angeles ("AALA") recognize there is a need to move to an online/distance learning program to allow for social distancing as recommended by public health officials in order to prevent the spread of illness arising from COVID-19 during the 2019-2020 school year. It is understood by the parties that in our endeavors to implement distance learning, flexibility for all will be crucial. At this moment, we will all need to model resilience, critical and creative thinking, and empathy to ensure that students continue to grow personally and academically. Therefore, the parties agree to the following non-precedent setting agreement:

1.   Notification: The District shall make its best efforts to protect the health and safety of our employees, by following the guidance from the Los Angeles County Department of Public Health. It is understood that in doing so, no employee identities will be revealed in accordance with state and federal privacy laws.

2.   Cleaning and Disinfecting: The District will immediately close any affected areas until such areas are cleaned and disinfected consistent with District approved products effective against COVID 19 and regulatory guidelines.

3.   Training and Cooperation: The District will follow the Los Angeles Department of County Health guidelines regarding COVID-19 protocols to employees who are required to work on campus or other District locations. AALA and the District shall continue to cooperate with each other in any necessary public health actions. Copies of the guidance will be posted as required by law.

4.   Salary: AALA members shall receive their regular monthly salary, effective March 16, 2020 through the end of their assignment basis for the 2019-2020 school year.

   4.1   Future Ready Certification: The District shall provide AALA employees an opportunity to enhance their leadership skills by participating in the @ *Home Continuity of Learning* Professional Development series. The purpose of this professional development series is to deepen understanding of and increase success in their role as an administrator. All AALA employees who successfully complete 10 hours of designated coursework will receive a $500 stipend. All AALA employees who successfully complete an additional 30 hours of designated coursework will receive an additional $1,000 stipend. Coursework must be completed by June 19, 2020.

5.   Vacation Cap: The vacation cap shall be waived for the 2019-2020 school year.

6. <u>Working Conditions:</u>

   6.1 The District will endeavor to avoid the scheduling of multiple meetings at the same time by maintaining a master calendar of meetings to minimize conflict. The District will encourage managers to utilize the calendar in scheduling. Where conflict remains, site administrators may seek guidance from their supervisor on which meetings to attend.

   6.2 Except in emergency or exigent circumstances, the District will endeavor to schedule meetings for school site administrators between 9:00 AM – 12:00 PM and 1:00 PM – 4:30 PM until June 30, 2020.

   6.3 In order to recognize the exemplary efforts made by AALA bargaining unit members to support students and their families from the onset of the COVID-19 pandemic through the reopening of schools in the fall of 2020, the District agrees to provide a non-precedent setting, one-time $1000 (one thousand dollar) stipend to each active salaried member of the bargaining unit employed on August 18th, 2020. For those retiring on or after June 30th but before August 18th, the stipend will be prorated to $500. This will be paid by the end of September, 2020.

7. <u>Parity</u> – Following the signing of this agreement, should another bargaining unit negotiate compensation and/or benefits over and above what AALA has negotiated in this sideletter, AALA shall have the right to reopen negotiations on that topic.

_____   _____
LAUSD   DATE

_____   _____
AALA   DATE