

This situation around COVID-19 continues to evolve and we want to ensure guidance with the information we have on hand. We will continue to update this FAQ as appropriate.

If you want to receive timely updates, please text **LWEAINFO** to 41-411. We currently have over half our membership on this text line. Help us get to 100% of our members on this text line. Sign up today!

Please see our website for all our past communications: [LWEA COVID 19 Info](#)

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## **1. Who made this decision?**

The LWEA bargaining team worked with LWSD on making this agreement. This was centered on wanting to offer staff the opportunity to be prepared for the coming year, as well as not creating an unmanageable workload or expectation.

The elected LWEA Executive Board then reviewed the agreement and voted unanimously to approve it. A letter of understanding or amendment to the contract has to be approved by a majority of the LWEA executive committee.

## **2. Why this change?**

LWSD and LWEA have a shared interest in staff being prepared for the fall.

- The concept behind this agreement is that we will not add any more time to our contract but move time to the beginning of the year, so staff have more time to prepare for the coming school year.
- You will still have a 180-day base day contract and 8 contracted days of LEAP.
  - We will move time from the May LEAP to cover the time for 4.5 hours of Annual Mandatory Training and 1 hour of safety and health training, as well as the 2 hour block of MS Teams training
  - We will remove 3 LEAP Wednesdays from the calendar to cover the time for the asynchronous Teams training.

## **3. During LEAP week, what will Monday look like? It seems like we have less time on Monday for individual prep time.**

- On Monday, August 24, there will be less time individual teacher work time. But there will not be a reduction of individual teacher work time over the week. The 5.5 hour block of time for individual prep (section 9.5.1 in the CBA) on the first day of LEAP week will be reduced on Monday to 4 hours, but the remaining 1.5 hours will be moved to the rest of the week.
- Teachers will still get 12.5 hours of individual teacher work time during the entire LEAP week.

## **4. What if I already have a vacation set up prior to LEAP week?**

Only 4 hours of asynchronous training are required before the August LEAP week and can be done remotely and at your own pace.

- If you have a significant conflict, please reach out to your admin or LWEA.

## **5. Will all August trainings be remote? Even LEAP week?**

Regardless of any instructional model we start in (hybrid or remote), all the trainings, activities, and meetings associated with 2020 August LEAP are designed to be remote.

- A staff member may, in accordance with their building agreement around on-site work and all designated safety protocols (like masking, physical distancing, and cleaning/sanitizing), choose to participate in the August LEAP week trainings, activities, and meetings from their classroom.
- All 3 LEAP trainings below and outlined in the LOU will be remote and asynchronous:
  - 4 hours MS Teams training, to be completed August 10-21
  - 4.5 hours Annual Mandatory training + 1 hour Safety and Health training, to be completed August 10-October 1
  - 2 hours Teams learning, planning, and application, to be completed August 10-October 1
- Additional district-wide training will be provided for certificated staff and administrators each day *during* August LEAP week. These additional trainings will be delivered remotely to all certificated staff and administrators at the same time.

**6. Why did you agree to the change without knowing which LEAP Wednesdays we are removing?**

Our team wanted to be thoughtful about the days we change while also sending out timely information to members about the LEAP week changes. As soon as we have a consensus-based decision with LWSD on which days will be removed, we will communicate that to members.

**7. On the Wednesdays where we remove LEAP requirements, can't we host IEP or other meetings?**

The workday will end 90 minutes earlier on the LEAP Wednesdays that the bargaining team and LWSD will agree to remove from the calendar.

- You will have already worked these hours, so your workday is done.
- It is not required to have meetings on these days, and admin will not be calling or suggesting the meetings. We encourage colleagues to meet at different times and avoid department meetings that would add to what we know will already be an incredibly busy year.