



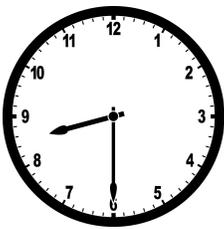
Acalanes Education Association

Newsletter


www.acalanesteachers.org

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NEXT YEAR'S DAILY SCHEDULE



Due to the passage of Senate Bill 329 back in October 2019 all high schools must start their school day no earlier than 8:30 AM starting next school year. The hardworking school day scheduling workgroup, AEA, along with the District and the Board

members have whittled down the options to 2 choices for next year's schedule. We will still be on a block schedule, have 2 academies a week and a late lunch. To find out more about these options and to get ready to vote on your preference (Feb. 3-4), please attend one or more of these informational meetings listed below. Check your email from Lori for the Zoom links.

For Acalanes and Campolindo members: Zoom in on Mon, January 31st @ 3:30PM.

Follow up in-person meeting is on February 1st at lunchtime.

- Acalanes - room 301
- Campolindo - room D11

For Las Lomas and Miramonte members, Zoom in on Tuesday, February 1st @ 3:30PM.

Follow up in-person meeting is on February 2nd at lunchtime.

- Miramonte - room 274
- Las Lomas - room 204

NEW COVID MOU

The District and AEA have created a new COVID MOU and it was approved by the School Board on January 12th. This MOU can be found on our AEA website. Here are the highlights. See the MOU for more details.

- Surgical or KN95 masks will be provided for students and parents if needed
- All the PPE and HVAC on auto from 7am-4pm
- Each employee will get 5 days of COVID leave. It can be used for (1) yourself if you are COVID positive, (2) if your child's school/daycare closes because of COVID (or your child has to quarantine), (3) caregiving for a COVID positive household member, (4) if you are a close contact, test negative, but still have symptoms
- After these 5 days are up, if you still have to be out for any of those reasons, you would use sick leave unless (1) it was a work exposure, or (2) you were working remotely.
- After using 10 days of sick leave, if you were still sick/testing positive for COVID, you could apply for the catastrophic leave bank.
- Open House is virtual
- Extra duty for indoor sports can be moved to a later date this school year or moved to next year.



HAPPY *New* **YEAR!**
to our members!

NEW TEACHERS - TEMPS & PROBES

Lori met with new teachers on January 20th to discuss the upcoming lay-off and non-reelect notice dates. A recording of this informational meeting is on our website. The information shared included the following:

When a certificated employee is hired, they can be hired on a temporary contract or a probationary contract.

A **temporary contract** means that the person is hired for the school year only with no guarantee of employment after that. There are limits to the number of temporary employees the District can have at any one time.

Staff on a temporary contract are not guaranteed a job after the year for which they were hired. The District decided a few years ago that it was “cleaner” to give all temporary employees letters of release before March 15th. After that, they rehire temporary employees as positions become available. Amy will hold a meeting with temporary employees to explain this process in the near future.

People hired on a **probationary contract** are guaranteed a job in the District ongoing unless they are non-reelected or laid off. If someone is hired as a probationary employee, the District has up until March 15th of their second probationary year to decide for any reason (no-cause) that they do not want to bring a probationary employee back (thus ending employment in the District). The District must inform the probationary teacher of its “non-reelect” decision prior to this date.

The District is not legally required to give a reason to non-reelect someone and they won't. Usually the District will allow someone who is non-reelected to decide to resign in lieu of being non-reelected.

Lay-offs happen for one of two reasons. Either the District wants to eliminate certain programs or the District needs to reduce staff because of the loss of enrollment. When they do lay-offs, they adopt a “particular kinds of services” (PKS) reduction resolution. This spells out what areas/subjects are

being reduced and by how much. A PKS resolution may also include what is called “skip” criteria. This is criteria the District wants to use to skip seniority as the basis for lay-offs. Legally, without skip criteria,

Lay-offs are based on seniority only with tie-breaking criteria for people with the same seniority. Seniority is based on your hire date. AEA is not supportive of skip criteria as it pits members against each other and also throws in an element of surprise into an already stressful process. Seniority is a known entity. Tie-breaking resolutions lay out a point system for things that the District deems valuable and these points are used to break any ties between people with the same seniority date. If the tie breaking criteria still results in a tie, then a coin is flipped to see who wins the tie.

The District has to issue preliminary lay-off notices by March 15th. What these notices are saying is that someone might be laid off. If someone receives a preliminary notice they are entitled to a hearing and we encourage anyone in that situation to request a hearing. At the hearing, we make arguments about why you shouldn't be laid off.

By May 15th, the District has to deliver final lay-off notices. If someone receives a final lay-off notice, that means there is no job for them in the following year but they do have rehire rights, if a job for which they are qualified opens up. Probationary employees have 2 years of rehire rights and permanent employees have 3 years of rehire rights. The bottom line for anyone who is released, receives a preliminary lay-off notice, or who is non-reelected, they should start looking for another job now.

UPCOMING EVENTS

January 27, 2022 – Virtual Open House

By February 1, 2022 – Retirement incentive if you notify District

February 2, 2022 – Rep Council; 3:45 at Campolindo

February 2, 2022 – Board meeting; 7pm at the D.O.

February 3-4, 2022 – Vote on School Day Schedule