

JEFFERSON TEACHER/PSRP



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165 Question Update

JFT held member meetings after the Jefferson Strong Start Plan was released. As a result of those meetings, members posed 165 questions. To see the answers to these questions, go to:

<http://jft.la.aft.org/news/165-question-update>



You will notice, the responses are in green. Questions that have not been addressed at this time are denoted with an asterisk (*).

Additionally, some of these questions have been addressed at individual school sites.

Teacher Retirement System of Louisiana (TRSL)



Are you within two years of retiring or entering DROP?

Get personalized guidance with individual phone or virtual counseling. Counseling sessions are held one Thursday or Friday of each month this fall. Once scheduled, you will receive an estimate of your benefits and a courtesy reminder prior to your appointment. Counseling sessions are scheduled on a first come, first serve basis.

Upcoming phone counseling dates
1-877-ASK-TRSL (1-877-275-8775),
ext. 2822

- Thursday, September 10
- Friday, September 25
- Thursday, October 8
- Friday, October 23
- Thursday, November 5
- Friday, November 13
- Thursday, December 3
- Friday, December 11

Know Your CBA

Article VI-Duty Free Lunch

The teacher shall receive an uninterrupted thirty (30) minute duty-free lunch period each full day. On those days when students are not in attendance at lunch time (e.g. exam days, parent conference days, records days, etc.) teachers shall be given one (1) hour of duty-free lunch.

Guidelines to Consider when Establishing Duty

The duty planning process should take place with the JFT leadership team and administration.



Additionally, the schedule should be reviewed every nine weeks or as circumstances warrant, based on a change in need (i.e. a phase change, or extended absences due to quarantine or other illness).

1. Determine what duty posts are needed (if staggered times are a consideration, employee report times should reflect this so that no one is working longer than their regular schedule).
2. Poll staff members (including support staff) for time preference (i.e. morning, afternoon, evening).
3. Poll staff members on the duration of duty (entire 9 weeks, every other week, one day per week for entire year, etc.)
4. Duty should be fair and equitable and not excessive (should not exceed 30 minutes per day;)
5. Provide at least two duty options and let the staff vote on those options

Solicit volunteers (rotating basis) in the case of emergencies, (i.e. late busses). Many employees work second jobs or have other family obligations which may prevent them from staying



From the Lawyer's Desk

By Larry Samuel, JFT General Counsel

The Americans With Disabilities Act (ADA) entitles employees with certain disabilities to request accommodations because of a medical condition that places you at high risk or increased risk for COVID-19. One possible accommodation is virtual/distance teaching; another is for you to be isolated in the school building. Here are suggested requests to request accommodations.

1. First, check the list of medical conditions that place you at high risk of increased risk of contracting COVID-19. These include serious heart disease, hypertension or high blood pressure, weakened immune system, Type 2 diabetes, cancer, COPD, and chronic kidney disease. The complete list can be found at [www. Cdc.gov](http://www.Cdc.gov).

2. Then, discuss your particular situation with your doctor. We recommend that you tell the doctor that the school board has implemented safety measures but that not all students will be wearing a face covering, and some classes will have students that will be sitting 3-6 feet of each other. A full list of the safety measures can be found on the JFT website.

3. Then, you must complete the "Accommodation Request – for Employees with Higher Risk from COVID-19" form which is available online on the JPPSS website and ask your doctor to complete the "Medical Certificate for Employees with Higher Risk from COVID-19 (preferable) which is available on the JPPSS

website, or to write a letter. However, if your doctor prefers to write a letter rather than complete the school board form, it is essential that your doctor's letter includes all information from the form.

4. Then, discuss your situation with your principal. If your principal agrees with the accommodation, ask them to put it in writing. If your principal disagrees, ask why, and ask what they can do to accommodate your concerns. Try to have a good back-and-forth discussion and propose reasonable accommodations. Under the Americans with Disabilities Act (ADA), employers are not required to grant an accommodation when doing so would cause the employer undue hardship. You must request a "reasonable" accommodation.

5. If you reach an impasse, then you should send an email to Human Resources, stating your medical condition, your accommodation requested, and asking H.R. to implement an "interactive process" to reach an agreement.

6. H.R. should then contact you. You should be cooperative and be open to suggestions. Both you and the school district should engage in the interactive process in good faith.

7. JFT members may contact the union for assistance or if you have any questions.

For additional information concerning leave options, please visit: http://bit.ly/LFT_leave

JFT Solidarity Day Wednesday, September 2, 2020.

As we memorialize the 15th anniversary of Hurricanes Katrina and Rita, let us not forget our brothers and sisters from Cameron and Calcasieu to Caddo and Quachita and parishes in between, as they struggle to recover from the devastating effects of Hurricane Laura.

On Wednesday, September 2, 2020, please show your solidarity by wearing your JFT blue, and dropping off any donations [water, personal hygiene items, diapers etc.] prior to the start of the school board meeting. JFT will be set up outside the Central Office for you to drop off any donations.

Then, join us at the September School Board meeting share your concerns or stand in solidarity with other speakers. The meeting is September 2, 2020 at 6PM at 501 Manhattan.

Paraeducators Corner

A Big Thank You to our Support Staff!

You are essential to the education of our students. Your support is even more important during these unprecedented times! Thank you for your dedication!

Paraeducators may be used as substitutes only in emergencies when substitutes, including teachers as substitutes, are not available. The unavailability of substitutes must be documented.

To see more Paraprofessional & School Related Personnel Resources, go to: www.aft.org/psrp.