

## Tentative Agreement

### Amendment to Section 18 of the In-Person/Hybrid-Distance Learning MOU April 12, 2021

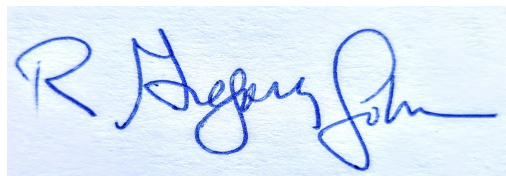
**18. Recordings, Live Streaming, and Simultaneous Instruction.** Classes will not be recorded or live streamed unless necessary to meet the needs of student(s) as identified through the IEP or 504 process, and not without first conferring with the unit member. Administrators, not unit members, shall ensure that any recordings or live streams protect student confidentiality. In addition, other than as “necessary” per the above, teachers shall not provide simultaneous instruction (also referred to as “concurrent instruction” or “simulcast instruction”) at the same time to students who are receiving in-person instruction and students who are receiving distance instruction unless the following conditions have been met:

- a. The Union Building Committee and the site administrator have met, pursuant to Article 23.3.7 of the collective bargaining agreement, to clarify which unit members choose to provide simultaneous instruction and to determine what level of consistency might be achieved at the site in this regard.
- b. A teacher has chosen to provide simultaneous instruction.
  - i. No teacher shall be required to provide simultaneous instruction.
  - ii. There shall be no requirement that all of the teachers at the site or teaching the same grade level at the site provide simultaneous instruction.
  - iii. Teachers at the same grade level or school site shall not be prohibited from providing simultaneous instruction based on their colleagues’ choice not to do so.
  - iv. Any teacher who has chosen to provide simultaneous instruction shall have the right to discontinue doing so as their regular practice at any time. Teachers who choose to provide or discontinue simultaneous instruction shall maintain the responsibility of providing in-person and hybrid-distance instruction to their students and keeping families apprised of resulting schedule changes.
- c. Synchronous instruction provided to distance learners during simultaneous instruction shall be counted toward the 120 minutes minimum of distance instruction provided to distance learners.



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**United Educators of San Francisco**  
April 12, 2021



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**San Francisco Unified School District**  
April 14, 2021