



MEMORANDUM OF UNDERSTANDING

The Oswego Education Association, IEA-NEA ("OEA") and the Board of Education of Oswego Community Unit School District No. 308 ("District") agree, without precedent, as follows:

ESL Cohort:

During the 2021-2022 school year, the Administration shall identify and establish a cohort at a college or university that has an ISBE approved program for the purpose of issuing English as a Second Language (ESL) endorsements.

The Administration shall determine the number of Teachers eligible to participate in the cohort based upon allocated grant-funding, and will select cohort participants from applicants in the following categories based upon District needs:

1. Teachers currently endorsed in mathematics, science, social studies, and/or language arts at the junior high/middle school or high school level.
2. Teachers endorsed in early childhood education or special education at any grade level.
3. All other Teachers.

Applications will be categorized based upon the endorsements held by those who have applied, and applicants will be selected based upon seniority within a given category. In the event that the District has positions remaining within a given category after selecting all candidates from that category, the District may fill remaining positions by selecting Teachers from other categories with early childhood or special education endorsements, and then by selecting from the remaining Teachers that have applied.

Teachers who are selected for the cohort shall sign a contract that they shall:

1. Not separate employment as a Teacher in District 308 to accept employment as a Teacher in another District for the duration of their participation in the cohort and for a period of five (5) school years following the school year in which they complete the cohort.
2. Complete all necessary steps to gain admission to the college or university, enroll in each course as directed by the District, and pass each course with a grade "C" or higher (or "pass" if issued on a pass/fail basis).
3. Comply with all regulations and conditions for continued enrollment at the college or university, and
4. Apply for an ESL Endorsement no later than the end of the school year in which the cohort is completed.
5. Reimburse the District for all expenses associated with tuition, fees, and books incurred for their participation in the cohort if they fail to comply with any of these conditions.

Placement Following Issuance of Endorsement:

Teachers who receive their ESL Endorsement through participation in the cohort may be transferred into an ESL position at any time during the five (5) school-year commitment window

based upon District need. In the event that more than one cohort Teacher is capable of meeting the District's need, volunteers shall be sought from those qualified, and seniority shall be used in the event no volunteer is identified. Teachers transferred in this manner may transfer to a non-ESL position during the commitment window only with the consent of the Superintendent or Designee or by reimbursing the District for all expenses associated with tuition, fees, and books.

Use of Graduate Credit for Lane Advancement:

Teachers may utilize graduate credit earned through the cohort experience toward lane advancement provided that all terms, conditions, and deadlines set forth in Article XII of the OEA collective bargaining agreement (including, but not limited to: application for graduate credit, lane change requests, and official transcripts) are met.

Termination of Agreement:

The District retains the right to terminate this Memorandum of Understanding at any time, for any reason, with advance notice to the OEA. In the event that the District exercises this right, Teachers will not be required to reimburse the District for expenses associated with their participation.

John Spauli

Superintendent

2/22/22

Date

Margaret Palatine

OEA

2/16/22

Date

**MEMORANDUM OF UNDERSTANDING BETWEEN
THE OSWEGO EDUCATION ASSOCIATION, IEA-NEA AND
THE BOARD OF EDUCATION OF OSWEGO COMMUNITY UNIT
SCHOOL DISTRICT 308**

The Oswego Education Association, IEA-NEA ("OEA") and the Board of Education of Oswego Community Unit School District No. 308 ("District") agree as follows:

Any employee in an OEA Covered Position who is or will be eligible for a retirement annuity from TRS prior to the start of the 2021-2022 school year, and whose retirement will not result in a monetary penalty or accelerated payment to TRS, is entitled to elect one of the following retirement incentives if they submit on or before April 16, 2021 an irrevocable letter of retirement at the conclusion of the 2020-2021 school year:

1. A lump-sum payment of the amount necessary to increase the employee's 2020-2021 creditable earnings by 6% over their 2019-2020 creditable earnings, to be paid on the May 28, 2021 payroll, or
2. For employees who elect COBRA continuation coverage after their retirement, the District will continue to pay through August 31, 2022 the percentage of the premium for such coverage that the District is currently paying on the employee's behalf. The District will continue to make this payment through the earlier of August 31, 2022 or the date on which the retiree cancels their COBRA continuation coverage. The employee does not have the option to receive the contributed amounts directly; the contribution amounts made on the employee's behalf by the District will be paid directly to the District's COBRA insurance administrator. The employee will be responsible to pay 100% of the premium contributions beginning on September 1, 2022.

The options set forth in this Memorandum of Understanding are not in addition to the retirement options available under Article XV of the Parties' 2019-2023 Professional Agreement. Any employee that accepts the benefits contained in Article XV is not entitled to accept the benefits listed in this Memorandum of Understanding. Employees who meet the qualifications set forth in this Memorandum of Understanding, have declared their intent to retire, and have not yet received benefits under Article XV, may elect to retire under this Memorandum of Understanding in lieu of retiring and receiving benefits under Article XV. Any such election shall be irrevocable. To make this irrevocable election, employees shall submit a signed and dated letter to AnneMarie Calpin, District HRIS Coordinator, by April 16, 2021 that 1.) states they are retiring at the end of the 2020-2021 school year, 2.) acknowledges they will otherwise receive retirement benefits under Article XV of the OEA collective bargaining agreement, 3.) identifies the specific benefit offered under the Memorandum of Understanding that they elect to receive instead of the benefits offered under Article XV, and 4.) the election is irrevocable.

ON BEHALF OF THE OSWEGO
EDUCATION ASSOCIATION,
IEA-NEA


Union Co-President

3/16/21
Date


ON BEHALF OF THE BOARD OF EDUCATION
EDUCATION OF OSWEGO COMMUNITY UNIT
SCHOOL DISTRICT 308


Board of Education President

3/15/21
Date

Union Co-President

Date


Board of Education Secretary

3/15/21
Date

MEMORANDUM OF UNDERSTANDING

The Oswego Education Association, IEA-NEA ("OEA") and the Board of Education of Oswego Community Unit School District No. 308 ("District") agree, without precedent, as follows:

- 1) In the event that a Teacher receives a diagnosis of COVID-19, as confirmed by a positive COVID-19 test and verified by the Coordinator of Health Services or designee, said Teacher may complete their assigned duties remotely during the isolation period without the need to utilize accrued sick leave subject to the following conditions:
 - a. The Teacher must provide proof to the Coordinator of Health Services of the Teacher's positive COVID-19 test.
 - b. The Teacher must submit, and receive approval from their Building Principal or designee, a plan outlining how they will attend to all assigned duties remotely with the same intensity as if they were in-person.
 - c. The Teacher must collaborate in good faith with the in-person partner assigned to supervise the classroom during the Teacher's absence to ensure the effective operation of the learning environment.
 - d. The Teacher must be physically able to teach, and maintain at all times: an environment free from distraction and interruptions; bandwidth sufficient to conduct live streaming; all necessary teaching materials; and attire typical of a regular workday.
- 2) Teachers who are unwilling or unable to adhere to the above-listed conditions shall input sick or other available accrued paid leave into the District's electronic absence management system to account for their absence.
- 3) The Administration may, upon receipt of a complaint, revoke permission for a Teacher to engage in remote instruction. Should this happen, the Teacher will remain out of school for the duration of the isolation period and the Administration will convene an investigatory meeting within five (5) working days of the Teacher's return to in-person instruction. If no discipline results from the investigatory meeting, the Teacher shall not forfeit any sick leave for the time they were excluded from remote instruction due to that complaint.
- 4) The maximum duration of time that a Teacher may engage in remote instruction is limited to the lesser of ten (10) working days or the remaining duration of the then applicable isolation period.
- 5) Either the OEA or the District may terminate this Agreement at any time with five days' prior written notice served by the OEA to the Superintendent or by the Administration to the Association Co-Presidents.


Board of Education

10/25/21
Date


OEA Co-President

10/19/21
Date


Board of Education

10/25/21
Date


OEA Co-President

10/19/21
Date

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding will be in effect for the duration of time that the District is in “Stage 3” of the District’s reopening plan, and is an addendum to the Memoranda of Understanding that have been entered into by the Association and Administration on August 14, 2020 and September 11, 2020. During this time, Teachers may choose to work from home for a portion of Monday, Tuesday, Thursday, and Friday—provided that they are physically present and participating during the following hours and dates which are subject to change at the sole discretion of the Board of Education:

Early Childhood:

- Early Childhood Teachers who serve in a D/HH capacity will be required to report in-person from 8:45 – 11:45 on Mondays, Tuesdays, Thursdays, and Fridays when in-person instruction resumes which is anticipated to begin October 19. When in-person instruction for general education students resumes, Early Childhood Teachers who serve in a D/HH capacity will be required to report from 8:45 – 12:45 on Mondays, Tuesdays, Thursdays, and Fridays which is anticipated to begin on November 9, 2020.
- Early Childhood Teachers who serve in a cross-categorical capacity will be required to report in-person from 8:40 – 12:15 on Mondays and Tuesdays and 11:45 – 3:30 on Thursdays and Fridays when in-person instruction resumes, which is anticipated to begin on October 19, 2020.
- Early Childhood Teachers who serve in a blended capacity will be required to report in-person from 8:40 – 12:15 on Mondays and Tuesdays and 11:45 – 3:30 on Thursdays and Fridays when in-person instruction resumes, which is anticipated to begin on November 9, 2020.

Elementary:

- Elementary Teachers who serve in self-contained special education programs will be required to report in-person from 8:45 – 11:40 on Mondays & Tuesdays until in-person instruction resumes for general education students. Upon the resumption of in-person instruction for general education students, all elementary Teachers will be required to report in-person from 9:00 – 12:30 on Mondays, Tuesdays, Thursdays, & Fridays. General Education classroom teachers will receive twenty minutes of “flex time” during in-person instruction on Mondays, Tuesdays, Thursdays, & Fridays during which they are not responsible for supervising students.

Junior High:

- Junior High School Teachers who serve in self-contained special education programs will be required to report in-person from 7:45 – 2:15 on Thursdays & Fridays until in-person instruction resumes for general education students. Upon the resumption of in-person instruction for general education students, Junior High School Teachers who serve in self-contained special education programs will be required to report in-person from 8:00 – 3:15 on Mondays, Tuesdays, Thursdays, and Fridays. Upon the resumption of in-person instruction for general education students, all other Teachers will be required to report in-person from 8:00 – 11:50 on Mondays, Tuesdays, Thursdays, & Fridays.

High School:

- High School Teachers who serve in self-contained special education programs will be required to report in-person from 7:45 – 2:15 on Mondays & Tuesdays until in-person instruction resumes for general education students. Upon the resumption of in-person instruction for general education students, High School Teachers who serve in self-contained special education programs will be required to report in-person from 7:15 – 2:15 on Mondays, Tuesdays, Thursdays, & Fridays. Upon the resumption of in-person instruction for general education students, all other Teachers will be required to report in-person from 10:45 – 2:30 on Mondays, Tuesdays, Thursdays, & Fridays.

Transition:

- Teachers who serve in the Transition Program will be required to report in-person from 9:15 – 12:15 on Mondays, Tuesdays, Thursdays, & Fridays until an anticipated ending date of November 6, 2020. It is anticipated that beginning on November 9, 2020, Teachers who serve in the Transition Program will begin reporting in-person from 9:15 – 3:15 on Mondays, Tuesdays, Thursdays, & Fridays.

East View Academy:

- *Elementary & Jr. High:*
 - Teachers who serve in an Elementary or Junior High capacity at East View Academy will be required to report in-person from 7:45 – 11:15 on Mondays, Tuesdays, Thursdays, & Fridays until an anticipated ending date of November 6, 2020. It is anticipated that beginning November 9, 2020, these Teachers will be required to report in-person from 7:45 – 2:15 on Mondays, Tuesdays, Thursdays, & Fridays.
- *High School:*
 - Teachers who serve in a High School capacity at East View Academy will be required to report in-person from 7:45 – 2:15 on Mondays, Tuesdays, Thursdays, & Fridays until an anticipated ending date of December 2, 2020. It is anticipated that beginning December 3, 2020, these Teachers will be required to report for duty in-person from 7:15 – 2:15 on Mondays, Tuesdays, Thursdays, & Fridays.

Related & Itinerant Service Providers:

- Speech & Language Pathologists, School Psychologists, Social Workers, Adaptive Physical Education Teachers, School Counselors, Certified School Nurses, and Vision/Hearing/Orthopedic Impairment Itinerants will be required to report for duty in-person during the times in which they are delivering in-person services, and at any other time as communicated by the District with advance notice.

Personal Protective Equipment / Maintenance of Facilities:

- If a Teacher believes that alternate/additional personal protective equipment is necessary, they should discuss the matter with the Building Nurse and/or Building Administrator.
- Classrooms as well as buildings will be maintained according to the District Safety Plan. Any Teacher that feels that their room / area is not ready for occupancy will immediately communicate with the Building Engineer or Building Administrator for prompt resolution. Teachers are not responsible for cleaning the classroom/building.

Prior To Return To In-Person Instruction:

- Non-student attendance time will be provided during the workday for Teachers to prepare their classrooms for in-person instruction in accordance with the District Safety Plan.

Wednesdays:

- Teachers may choose to work remotely on Wednesdays. Teachers who choose to do so must continue to adhere to the technology and professionalism guidelines contained within the August 14, 2020 Memorandum of Understanding. Effective immediately, Teachers will have a minimum of one hour for lunch, one hour for team collaboration, and 150 minutes of teacher preparation time with at least 45 minutes of consecutive time. The remaining time will consist of up to 90 minutes of professional development, and up to one hour of building meeting time. If necessary on Wednesdays where before/after school meetings are scheduled to occur, the District has up to an additional hour within the regular school day that may be scheduled for meetings. The regularly scheduled before/after school Wednesday meetings will not occur until the earlier of the end of 2020-2021 school year or the need for modification of in-person instruction during “Stage 3” of the District’s Reopening Plan. An effort will be made to not schedule meetings and professional development back-to-back without breaks, and to refrain from scheduling meetings during the time in which Teachers need to take attendance for the day. Teachers with student responsibilities on Wednesday will work with the Building Administration to identify times during the week where they have the 150 minutes of teacher preparation time set forth in this section.

Absences Attributable To COVID-19:

All Teachers are expected to exercise diligence and care in monitoring themselves for signs and symptoms consistent with COVID-19 and answering the questions on the daily self-certification survey. Teachers may access a comprehensive list of COVID-19 test sites that are open to all regardless of symptoms by visiting <https://www.dph.illinois.gov/testing>.

Teachers who obtain a COVID-19 PCR Test promptly (which is typically defined as within 24 hours) will not be required to utilize their accrued sick leave to account for their absence on the day of the test, and may teach remotely—without loss of accruals—while awaiting test results. Teachers who are unable to teach remotely while awaiting test results will be able to access the COVID Bank defined below. Teachers who, for any reason, do not obtain a COVID-19 PCR Test must utilize their accrued paid sick leave.

Teachers who will be teaching remotely while awaiting test results must continue to follow standard absence reporting procedures by inputting the absence reason “telework – awaiting results” in the District’s substitute and absence management system.

Confirmed Positive Cases:

Upon ratification of this Memorandum of Understanding, the Association and Administration will fund the COVID Bank with 100 days of sick leave each. In the event that the initial 200 day allotment becomes exhausted, the days will be replenished through alternating contributions of 100 days until the end of the 2020-2021 school year with the first allotment made by the Association. The parties agree to meet and confer regarding the utilization of the COVID Bank upon request, and will meet and confer if the cumulative total of days contributed to the COVID Bank exceed 600. If there are days remaining in the COVID Bank at the conclusion of the 2020-2021 school year from the initial allotment, they shall be evenly returned to the Association and Administration. If the days remaining are the result of an alternating contribution, the remaining days will be returned in their entirety to the party who made the alternating contribution.

In the event that a Teacher receives a diagnosis of COVID-19, the District Worker’s Compensation Provider will initiate an investigation pursuant to state law. If the investigation fails to rebut the presumption that the infection occurred within the workplace, the Teacher’s absence will be accounted for pursuant to Article XIII, Section E, of the OEA Collective Bargaining Agreement. The 1/3 day of sick leave mentioned in Article XIII, Section E, or the full-day in the event that the infection was found to have occurred outside of the workplace, will be deducted from the “COVID Bank.”

Teachers who initially opted out of the Sick Leave Bank may access the COVID Bank through a donation of one sick day to the COVID Bank. Those who initially opted out must send an email to AnneMarie Calpin by the close of business on October 13, 2020. All other Teachers are automatically enrolled for the COVID Bank.

Quarantine:

Upon verification of the need to quarantine by the Director of Communications and Public Relations or Director of Health Services, employees who are required to quarantine as a result of the following circumstances will be permitted to teach remotely without loss of accruals for the duration of the quarantine:

- 1.) Close contact with a confirmed positive or clinically probable case of COVID-19 within the workplace.
- 2.) Close contact with a confirmed positive or clinically probable case of COVID-19 outside of the workplace.
- 3.) Caregiving responsibilities or shared living quarters with a confirmed positive or clinically probable case of COVID-19.

Teachers will be required to complete the COVID-19 Case/Exposure (Internal Reporting) form found on the employee intranet. Upon verification of the need to quarantine as outlined in this section, Teachers must follow standard absence reporting procedures by inputting the absence reason “telework – quarantine” into the District’s substitute and absence management system for the duration of quarantine.

In the event that a Teacher is under orders to quarantine as a reason # 3 above and is unable to teach due to caregiver responsibilities, they must utilize their accrued paid sick leave for the duration of time missed due to caregiving.

Teachers who are required to quarantine due to international travel are ineligible for remote teaching, and must utilize their accrued paid sick leave to account for the absence. The District has the ability, on a non-precedential basis, to allow telework during quarantine due to international travel that occurred to attend the funeral of an immediate family member upon receipt of appropriate documentation.

In the event that the Teacher becomes diagnosed with COVID-19 during quarantine—except when the need to quarantine followed international travel or was the result of caregiver responsibilities—and is unable to teach, the protocol in the preceding sub-section will be followed. If the infection occurred during quarantine resulting from international travel or caregiving responsibilities, accrued paid sick leave will be used.

 Elizabeth Palatine

Oswego Education Association

October 2, 2020

Date

 Faith Dahlquist

Oswego Community Unit School District 308

10-2-2020

Date

This Agreement is an addendum to the Memorandum of Understanding entered into by the Oswego Education Association and Oswego Community Unit School District 308 on August 14, 2020.

	Tenured	Non Tenured
Observations	For those on cycle, one or more completed check-in feedback form*	Two formal observations and at least one informal plus a summative.
Elementary student growth	N/A	Two (2) Type II or One (1) Type II and One (1) Type III
EC student growth	N/A	Two Type III
Junior High student growth	N/A	Two Type III
High School student growth	N/A	Two Type III
Student Growth Goals (SGGs) submission date	N/A	October 1, 2020
Final Due date	May 1, 2021	Feb 19, 2021
Rating	**	***

****Tenured**

Per P.A. 101-0643, during any time in which the Governor has declared a disaster due to a public health emergency any tenured teacher, whose most recent evaluation was deemed "Excellent," and whose performance evaluation is not conducted when the evaluation is required to be conducted shall receive a teacher's performance rating deemed "Excellent". Absent a disaster due to a public health emergency declared by the Governor pursuant to Section 7 of the Illinois Emergency Management Agency Act, a tenured teacher who is not evaluated defaults to "Proficient."

The Parties agree that, to the fullest extent permitted under the Illinois School Code and Illinois Administrative Code, those tenured Teachers who were unable to receive a summative rating due to the COVID-19 related suspension of in-person instruction will have their 2020-2021 summative rating considered as the higher of either "proficient" or the summative rating earned immediately prior to the 2020-2021 school year.

*****Non-Tenured**

A summative rating is a synopsis of the certified educator's school year which may include any observations, evaluations, other documents, events, interactions of the teacher and student growth during the school year.

Determination of Final Summative Rating

		Professional Practice (50%)			
		Unsatisfactory	Needs Improvement	Proficient	Excellent
Student Growth (50%)	Unsatisfactory	Unsatisfactory	Needs Improvement	Needs Improvement	Proficient
	Needs Improvement	Needs Improvement	Needs Improvement	Proficient	Proficient
	Proficient	Needs Improvement	Proficient	Proficient	Excellent
	Excellent	Proficient	Proficient	Excellent	Excellent

***Feedback Form for Tenured Staff 2020-21**

1. Teacher's Name:

2. Administrator's Name:

3. Date of Meeting:

4. Topic:

5. Administrator – Identified Areas Of Strength:

6. Administrator – Identified Areas For Growth:

Signature of Administrator

7. Teacher – Identified Areas Of Strength:

8. Teacher – Identified Areas For Growth:

By signing this document, I acknowledge that I have collaborated with my administrator regarding my areas of strength and areas for growth. I also acknowledge that this is not a summative evaluation, and for the purposes of Public Act 101-0643 my rating for the 2020-2021 school year will default to "Proficient" or "Excellent". If I received an "Excellent" as my most recent summative evaluation rating, I will be assigned an evaluation rating of "Excellent".

Signature of Teacher

Elizabeth Palatine

OEA

9/11/2020

Date

ACA

OEA

9/11/2020

Date

[Signature]

Oswego Community School District 308

9-11-2020

Date



MEMORANDUM OF UNDERSTANDING

Remote Learning/Remote For All:

During the typical workday, Teachers need to be accessible and working from 8:00 – 3:00 Monday – Friday (except for lunch & individual plan time) and be punctual to all classes and meetings. This includes IEP meetings that are remote or on-site, in accordance with State and federal legislative requirements.

Some on-site related services providers will need to report in person to meet State and federal requirements and to maximally support students with disabilities in accordance with the District safety plan.

It is our intent to return together as soon as we are safely able. Accordingly, remote instruction and service delivery stages are fluid and temporary. The ability to work remotely may vary or terminate depending on student needs and future transition plans. If a Teacher is required to report in-person, appropriate notice will be given.

Teachers are encouraged to work from their classrooms. If a Teacher enters the building, they must first complete a COVID-19 self-assessment, log entry to/exit from the building for contact tracing, and follow all safety protocols.

Wherever they teach from, the following needs to be in place:

- Environment needs to be free of distractions and interruptions (neutral backgrounds and limited noise).
- Bandwidth needs to be sufficient to conduct live streaming.
- All necessary teaching materials need to be available.
- Attire needs to be typical of a regular workday.

Employees who are not able to meet work expectations or conditions while working remotely will be expected to return to work on-site.

Go Live!

Teachers will follow the Early Childhood, K-1, 2-4, 5, Junior High, High School, or Transition schedule/workday (Appendix 1).

Components of Go Live! sessions may be recorded (for non-evaluative purposes) to share with students only after the District has obtained universal consent from the parent/guardian of each student within a Teacher's class. Until universal consent is obtained by the District, Teachers shall provide a separate video or learning activity to students who are unable to participate in each Go Live! session. Once universal consent has been obtained by the District, Teachers may post the recorded instructional component of the Go Live! session in lieu of the separate video or learning activity. Third party videos can be used, but a personalized introduction and conclusion



should be incorporated. Professional Development on recording and uploading videos will be provided. Recordings of Go Live! sessions should be removed from Google Classroom by the Teacher after five school days.

Teachers should be live with students at the start of each Go Live! session. Videos can be used for direct instruction. The videos may be teacher created, team created, or third party created. Teachers should watch any video prior to using it with students. All Board Policies referencing technology will be enforced in the event they are breached by any party. Live Teacher instruction will not be recorded by the Administration without the prior notice and consent of the Teacher, and recorded videos will not be used for evaluative purposes unless uploaded as evidence by the Teacher. The current District homework policy will continue to be followed.

Wednesdays:

On Wednesday of each week, the following schedule will apply:

- Teachers will have a sixty minute lunch.
- Teachers will have a minimum of ninety consecutive minutes of individual plan time.
- Teachers will have team collaboration time of sixty minutes.
- The agenda for the remaining time will be directed by the District.

Return to School Week:

Monday and Tuesday (Teacher Institute/Work Day):

- Teachers may choose to attend remotely or in-person.
- Work hours will be 8:00 A.M. – 1:00 P.M.
- Teachers will have 2.5 hours of institute time, and 2.5 consecutive hours of teacher work time each day.

Wednesday, Thursday, and Friday (Remote Planning Days):

- Work hours will be 8:00 A.M. – 3:00 P.M.
- Up to three hours of on-site time will be required on one of these days. Teachers with conflicts will need to speak directly to their Principal to identify a way to accomplish required activities.

Evaluations:

The evaluation committee will meet prior to the start of observations to consider mutually agreeable changes to the evaluation tool.

Technology:

Teachers who need help with equipment, equipment repairs, or assistance with the use of software and equipment will first seek help within the building, and then use the “tech help link” for support.

Stipends/Clubs/Activities:

Schedule A, B, and C stipends will be based on Teachers performing duties on-site or virtually. Sponsors seeking to run clubs/activities virtually will submit their virtual plan to the Schedule A committee.


Remote For All Collaboration:

The District and OEA will meet weekly to discuss matters related to remote learning, including: schedule, technology, materials and supplies, grading, and curriculum.

Duration:

This memorandum of understanding will be in place for the duration of “remote for all” as determined by the Board of Education. The Board of Education retains all managerial rights under State Law and this collective bargaining agreement, and the Association retains all rights to bargain over the impact of changes to wages, hours, and terms and conditions of employment.


The parties agree to continue bargaining the impact and effects of the return to on-site instruction that would be formalized in a separate document upon agreement by the parties. All components of the current Collective Bargaining Agreement shall remain in full effect except for those provisions modified by the terms of this memorandum of understanding.



Andrew Gothelf, Co-President, OEA

08/14/20

Date



Elizabeth Palatine, Co-President, OEA

08/14/20

Date



Faith Dahlquist, Associate Superintendent

8-14-20

Date