

MEMORANDUM OF UNDERSTANDING
Between the Granite City School District No. 9 Board of Education and
the Granite City Federation of Teachers, Local 743
Working Agreement for Remote Learning/Adaptive Pause
Effective As Needed

The Granite City Federation of Teachers Local 743 (“Union”) and the Granite City CUSD #9 Board of Education (Board) enter into this Memorandum of Understanding regarding Remote Learning:

INTRODUCTION

On March 9, 2020, Illinois Governor Pritzker declared all counties in Illinois as disaster areas due to the novel coronavirus pandemic (hereinafter COVID-19). This declaration was subsequently extended and reissued, and a subsequent version of such declaration remains in effect for part or all of the territory of the School District as of the date of this MOU and may be further extended or reissued (the “Disaster Proclamation”).

In light of the current spike in COVID-19 cases in Madison County and throughout the State of Illinois, and the resulting safety concerns, the Board may implement this Remote Learning Plan/ Adaptive Pauses as needed. This plan will continue to track and evaluate COVID-19 data to determine if and when the District can safely shift to a blended or in-person learning model.

TERMS

The Board and Union agree to the following:

1. Each CPE shall prepare educational opportunities for their students to work on during the period of remote learning. This may include, but is not limited to, home packets, materials provided via Skyward Message Center, Google Classroom, or any other platform utilized by the CPE. The CPE shall provide to students and parents instructions regarding how to contact the CPE should questions arise during this time (such as school email address). Building or District Administration shall have full access to any student management platform utilized by any CPE. The primary Learning Management System utilized in grades 3rd-12th will be Google Classroom.
2. Each CPE will provide their building administration a copy of their educational plan ~~which may include hard copies of home packets or~~ and Google Classroom codes of classes upon request. ~~Pre-K - 2nd grade will utilize tablets upon receipt.~~
3. ~~Each CPE will have access to the building and classroom during open school building hours, subject to the guidance and recommendations related to the reopening and operation of schools issued by the Illinois Department of Public Health (“IDPH”) and the Illinois State Board of Education (“ISBE”). CPEs shall have access to buildings starting on August 10, 2020.~~

4. On school days, each CPE shall, on a daily basis, monitor emails and/or other online educational forums for students, parents, and administrative questions during work hours as defined in Section 6 below. CPEs shall respond to any inquiries within 24 hours. For any inquiries received on a Friday, the CPE shall respond by the close of business on the following Monday. CPEs are not expected to respond to inquiries over the weekend.
5. CPEs shall perform their educational duties in their assigned work space within their respective buildings. Due to child care concerns created by the pandemic, and the District's own decision to implement an adaptive pause. ~~implement remote learning for the fall semester,~~ CPEs may bring their children to their work space, so long as the CPE and their children adhere to the IDPH/ISBE guidance (including wearing masks), are restricted to their personal workspace within the facility, and having their children in their workspace does not impede the CPE's ability to provide remote instruction.

~~CPEs may apply to perform their duties from home if he or she believes remote work from home is medically necessary based on the CPE's medical constraints and/or underlying condition(s). Applications for long-term remote assignments on this basis will be considered on a case by case basis. CPEs must submit the completed Medical Necessity Remote Teaching Request Form, along with the Physician Certification Form, to the Director of Human Resources in order to be considered for such an assignment due to medical constraints and/or underlying condition(s).~~

6. ~~The hours of required synchronous and asynchronous instructional time for CPEs shall 4.5 hours per day. The times below reflect an included 30 minute lunch. Hours for all CPEs shall be from 8:00-3:00 for the week of August 17 – August 21, 2020, and all other designated training days. Regular work hours shall be 9:00-2:00 for all buildings. Evening Academy hours will be 4:00-8:30.~~

High School and Coolidge: Regular class schedule and class times will be followed (including Lunch Study, Warrior Time, and Hour Study Hall at the High School, and Study Hall at Coolidge). CPEs length of day and hours will not change. A minimum of 25 minutes of each 45 minute class (High School) and 30 minutes of each 50 minute class (Coolidge) must be live instruction. The teacher must be available live for the remaining 20 minutes of the class for questions, further instruction, student work completion, re-teaching, accommodations, and all other activities that will increase student understanding and mastery. An instructional video, not necessarily a recording of that day's class, must be provided for absent students and student reference.

Grigsby: Regular class schedule will be followed for Speciality Classes, Title, Resource, ESL, Lunch, and WINN time. CPEs length of day and hours will not change. Regular Classroom teachers will follow their normal instructional schedule (ie: teach Math and the time of day they teach Math during an in-person school day). A minimum of 30 minutes of Math, 30 minutes of Reading, 30

minutes of Science, and 30 minutes of Social Studies must be live instruction. Each of the four subject areas listed must have 20 minutes of live support for questions, further instruction, student work completion, re-teaching, accommodations, and all other activities that will increase student understanding and mastery. Class Dojo may be used as a communication tool with families, but live instruction must occur through Google Classroom. An instructional video, not necessarily a recording of that day's class, must be provided for absent students and student reference.

Mitchell and Frohardt: Regular class schedule will be followed for PE, Music, Title, Resource and ESL services. CPEs length of day and hours will not change. Classroom teachers will follow their normal instructional schedule (ie: teach Math and the time of day they teach Math during an in-person school day). A minimum of 2 hours of live instruction a day must occur with a minimum of 30 minutes for Reading, and 30 minutes for Math. The other hour must be used for Science, Social Studies, Writing, more Math, or more Reading. Each class taught daily must have 20 minutes of live support for questions, further instruction, student work completion, re-teaching, accommodations, and all other activities that will increase student understanding and mastery. Class Dojo may be used as a communication tool with families, but live instruction must occur through Google Classroom. An instructional video, not necessarily a recording of that day's class, must be provided for absent students and student reference.

Wilson and Maryville: Regular class will be followed for PE, Music, and Title, Resource and ESL services. CPEs length of day and hours will not change. Classroom teachers will follow their normal instructional schedule including, calendar, read aloud, etc. (ie: teach Math and the time of day they teach Math during an in-person school day). A minimum of 2 hours of live instruction a day must occur with a minimum of 30 minutes for Reading, and 30 minutes for Math. The other hour must be used for Science, Social Studies, Writing, more Math, or more Reading. Each class taught daily must have 20 minutes of live support for questions, further instruction, student work completion, re-teaching, accommodations, and all other activities that will increase student understanding and mastery. Class Dojo may be used as a communication tool with families, but live instruction must occur through Google Classroom. An instructional video, not necessarily a recording of that day's class, must be provided for absent students and student reference.

Prather: Regular class will be followed for PE, Music, and Title, Resource and ESL services. CPEs length of day and hours will not change. Classroom teachers will follow their normal instructional schedule including, calendar, read aloud, etc. (ie: teach Math and the time of day they teach Math during an in-person school day). A minimum of 2 hours of live instruction a day must occur with a minimum of 30 minutes for Reading, and 30 minutes for Math. The other hour must be used for Science, Social Studies, Writing, more Math, or more Reading.

Each class taught daily must have 20 minutes of live support for questions, further instruction, student work completion, re-teaching, accommodations, and all other activities that will increase student understanding and mastery. Class Dojo may be used as a communication tool with families, but live instruction must occur through Google Classroom. An instructional video, not necessarily a recording of that day's class, must be provided for absent students and student reference.

~~7. As determined by building or district administration, responsibilities required outside of the 4.5 hours of instructional time will be compensated at the summer school rate of pay.~~

8. As would be the case during traditional in-person learning, the use of sick leave is governed by the terms of the collective bargaining agreement and in accordance with the terms of the *School Code*. If a CPE tests positive for COVID and/or is quarantined, they will be allowed to teach remotely from home (if physically capable) and not have to use sick days. ~~Any CPE unable to complete their daily responsibilities due to illness will need to contact their direct supervisor. If a CPE is unavailable due to a COVID-related reason, that CPE's ability to work will be reviewed pursuant to IDPH/ISBE guidance and CDC guidelines. In addition, the Board will follow Department of Labor and Federal guidelines to determine if the CPE is eligible for any COVID-related leave.~~

~~Under the current circumstances, the Board and the Union recognize the potential for abuse of the District's remote learning plan with respect to the requirement that CPEs work from their assigned work space. Each CPE shall have five (5) "remote work from home" days to be used if the CPE is sufficiently ill such that he or she cannot work remotely, but does not qualify for, or has already used, any emergency paid sick leave available Families First Coronavirus Response Act ("FFCRA"). Once the CPE has utilized those 5 "remote work from home" days, the CPE shall be required to utilize his or her own sick leave in the event he or she becomes ill. The Board may also require that the CPE provide a doctor's note or certification in accordance with the School Code. The CPE's use of personal or vacation leave continues to be governed by the terms of the collective bargaining agreement. If a CPE demonstrates a pattern of calling in with known COVID-19 symptoms for the purpose of working remotely from home, the Board may discipline a CPE for abuse of the remote working expectations in accordance with the terms of the collective bargaining agreement.~~

9. **NOTE: This section is on pause while activities are being held.** CPEs will be compensated as outlined in the current contract including all stipends, for the 2020-2021 school year, regardless of any interruption of in-person instruction. All CPEs receiving a stipend, including department heads, shall submit to their Building Principal a virtual learning plan by August 21, 2020. The virtual learning plan shall outline the CPE's plan for their extracurricular activity/sponsorship/team during the period of remote learning outlined in this MOU, including the estimated amount of time the CPE designates to the activity, how the CPE intends to implement the virtual plan with his or her students, ways in which the program may be improved during the period of remote learning, and/or the

CPE's plan for any activities scheduled to take place during the spring semester of the 2020-2021 school year. Each Building Principal shall develop a "Care Team" (CCT, COVID CARE TEAM) at his or her building. These "teams" shall be made up of non-instructional CPEs, administration, and those CPEs receiving extra duty stipends whose regular responsibilities cannot be performed remotely or have been diminished due to the remote learning environment. Any other CPEs may volunteer. The CCT responsibilities shall include, but are not limited to, periodic student wellness checks, academic assistance, remediation, social emotional checks, or any other student-based assistance deemed necessary or beneficial by the CCT. The team will meet 2 hours per week, outside of school hours, scheduled by the building or district administration.

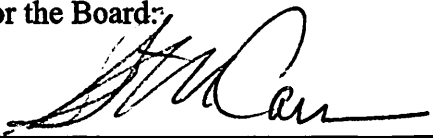
Those CPEs receiving extra duty stipends who do not wish to participate in the CCT may opt out by notifying the Director of Human Resources in writing by August 24, 2020; however, opting out of the CCT will result in forfeiture of the CPE's extra duty assignment and corresponding stipend for the 2020-2021 school year. The extra duty positions remain one year at will appointments per the contract, and the Board reserves the right to fill the vacated extra duty position as it deems fit during the 2020-2021 school year and any following school year.

- ~~10. No performance evaluations shall be conducted during the 2020-2021 school year. Tenured CPEs currently up for evaluation shall revert to their previous evaluation rating. Non-tenured CPEs shall be deemed "Proficient." In the case a previous evaluation rating is unavailable, the CPE will be deemed Proficient.~~
- ~~11. The normal teaching assignment for the Jr. High School and High School as defined in Article 28, Section 28.1 will be redefined to be the following: The normal teaching assignment in senior high school shall consist of six (6) classes on a hybrid block schedule. This adjustment shall only apply during the effective period of this MOU.~~
12. All CPEs shall adhere to Board Policy No. 5:125 - Personal Technology and Social Media; Usage and Conduct Policy. This includes, but is not limited to, refraining from posting to personal social media forums during work or instructional hours.
13. If a CPE acquires additional teaching responsibilities for a colleague due to the inability to locate a substitute, the CPE shall be compensated at the hourly summer school rate pending administrative approval.
14. All CPEs shall maintain a "virtual sub folder" with Google classroom lessons, which shall be accessible by the CPE's building principal, in order to engage students in the event the CPE is absent.
- ~~15. This remote learning plan shall be re-evaluated no later than November 20, 2020.~~

SPECIAL EDUCATION

16. If in-person instruction, evaluation, or related services are deemed necessary by a student's IEP team or otherwise determined required by an evaluator to obtain valid assessment results, students may enter the building for instruction, related services or completion of a required evaluation.
17. CPEs who teach special education, other than life skills, will follow their regular schedule as listed by school in the above paragraphs. Speech and Social Work will coordinate their schedules with classroom teachers as usual.
18. In-person instruction will be provided for Life Skills students by their assigned homeroom teacher. Students will be divided into half day schedules to keep the student teacher ratio limited. Students will attend daily, Monday through Friday, either AM or PM schedules.
19. For those students being evaluated, the evaluator will determine the amount of time needed to complete the evaluation.
20. For those students requiring direct, in-person related services, such instruction will be determined by the IEP team and scheduled accordingly.
21. PPE, individual manipulative containers for students, masks, face shields, gloves, wipes, and hand sanitizer will be provided by the district.
22. CPEs will not be responsible for the sanitizing of manipulatives, as well as desktops during the school day. All other area cleaning will be in accordance with District established protocols.
23. CPEs will be responsible for all other instructional minutes that are not being provided in-person. This includes the use of Google Classroom with supplemental activities to be accessed by students and families.
24. This MOU is effective immediately upon the receipt of signatures by both Parties. This MOU is non-precedential, shall not be deemed to establish a past practice and will not be binding or enforceable in any school years other than the 2021-2022 School Year. This MOU shall terminate upon the Board's decision to move to a blended or in-person plan. However, this MOU may be reinstated if needed in the future.

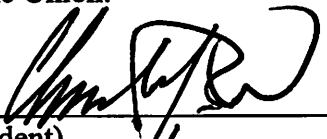
For the Board:



(Superintendent)
1/4/22

(Date)

For the Union:



(President)
1/4/22

(Date)