

**Counter Proposal**

**March 31, 2020**

**Memorandum of Understanding  
Between the**

afternoon, for a total of at least two (2) hours each day, to be available via email, phone, and/or other virtual methods to respond to and support the needs of students. Secondary classroom teachers will provide time each day, at least one and a half (1.5) hours in the morning, and at least one and a half (1.5) hours in the afternoon, for a total of at least three (3) hours each day, to be available via email, phone, and/or other virtual methods to respond to and support the needs of their students. To ensure that students have the ability to access all their teachers as needed throughout the day, the office hours for secondary classroom teachers will be designed by the staff member who builds the school's master schedule and communicated to classroom teachers by April 8, 2020.

5. To that end, the District expects that classroom teachers will provide instruction via distance learning consistent with the following:
  - a. Classroom teachers assigned to grades transitional kindergarten (TK) to second grade will utilize a hybrid model with online instruction via Google Classroom and any applicable Board adopted curriculum and paper packets as needed to ensure all student can access such curriculum.
  - b. Classroom teachers assigned to grade 3 to 6 will utilize a hybrid model, with online instruction via Google Classroom and any applicable Board adopted curriculum to all students and paper packets provided as needed to ensure all students can access such curriculum.
  - c. Secondary classroom teachers assigned to grades 7 to 12 will focus on their assigned subject area(s). A hybrid model will be used, with online instruction via Google Classroom to all students and paper packets provided as needed to ensure all students can access such

### Communication with Students and Families

9. Each classroom teacher will check email regularly and communicate with their students/families on a consistent basis including responding to student/family phone calls and emails in a timely manner.

Administrative Regulation 5121, teachers will provide opportunities for students to earn a higher grade as a result of engaging in distance learning, and may be assigned options for credit recovery.

### **Accessibility of Distance Learning**

16. Special education teachers will work collaboratively with core content teachers to accommodate and/or adapt lessons to meet the needs of students' IEPs in a digital and remote learning environment, and ensure that lessons and activities are appropriate as documented in the student's IEP.
17. Special education teachers of students with moderate to severe disabilities will provide continuity of learning through a variety of distance learning resources as appropriate so that students with IEPs have access to the same learning opportunities as other students.
18. Related Service Providers (Speech Language and Hearing Specialists, Adapted PE, etc.) will prepare distance learning activities that can be completed at home as appropriate. They will maintain service logs.
19. Teachers assigned to teach Moderate/Severe Special Day Classes (SDC) will utilize the Unique curriculum in supporting their student's needs during distance learning.
20. Digital options to meet and collaborate on a student's Individualized Education Program (IEP) could be triggered and implemented during the closure.
21. The Parties agree that accessibility of distance learning will be consistent with state and federal guidelines for meeting the needs of students with disabilities.

### **Reopening Schools**

22. Prior to reopening schools, all classrooms will be cleaned and sanitized.
23. In the event schools are determined safe to open, the District will designate the work day immediately preceding the day on which schools are scheduled to reopen for preparation to allow unit members to prepare for their return to work with students. Sixty (60) minutes of that day may be used for staff meetings at the discretion of the principal. The remainder of that time is to be determined by teachers.

### **Extra Duty Stipends**

24. The stipends set forth in Article 12 of the CBA for unit members that would have been earned during the school closure period will be paid.

### **Other Terms**

25. All employees working remotely are required to take their preparation period, break, and lunch periods consistent with the law and the CBA.

26. This MOU does not apply to unit members who do not have a current assignment.
27. If the need for this MOU as it is related to COVID-19 extends beyond May 3, 2020, the District and SCTA may renew this agreement upon mutual agreement and based on the