

Memorandum of Understanding
Between
Orleans Central Supervisory Union
And
Orleans Central Education Association
August 21, 2020

Due to the COVID-19 pandemic, the necessity to mitigate the transmission of COVID-19 and the necessity to implement the Health and Safety Guidelines as set forth by the State of Vermont, Orleans Central Supervisory Union and Orleans Central Education Association agree to the following:

Teachers assigned to the K-8 OCSU Remote Academy will teach remotely from home or alternate location of teacher's choosing.

Teachers and paras assigned to the K-8 OCSU Remote Academy will retain all benefits and seniority, and at such time that COVID-19 remote learning is no longer required, will return to a position at the school(s) where they were assigned during the 2019-2020 school year.

10.4 The length of the teachers' school day shall remain constant, however individual principals may adjust the start and end times, so long as these times are within 30 minutes of the historical start/end times. All time must be consecutive. All historical exceptions as pertaining to parent teacher conferences and professional development sessions remain in effect. Given that students are prohibited from congregating in large numbers per the COVID-19 Health and Safety Guidance, K-8 students will remain in the teachers' classrooms for the entire duration of the day. Teachers will be relieved for their planning time and their duty free lunch.

At Lake Region Union High School, on days designated as full remote learning days, teachers will remote teach only and will not be required to report to the building. Given the large number of students and staff who access the building, and given the large physical size of the building, full remote learning days shall be reserved for a deep clean of the building that is not otherwise feasible when staff and/or students are present.

Due to a shift to a block schedule at Lake Region Union High School, LR teachers will teach an additional class during the 20-21 school year.

Due to adjustments to the academic calendar borne of COVID-19, the language of 11.4 as to the commencement of employees' paychecks shall have no effect. Employee paychecks shall commence on August 28, 2020.

Any changes to the traditional daily, weekly, year-long schedule, or calendar do not set a precedent for future years.

It is recognized that teachers and staff may need to assume some additional duties related to supervision during non-instructional time. Teachers will be afforded duty-free lunch and planning time in accordance with the CBA. For in-person instruction, cohorts (cohorts are groups of students who are self-contained pods for purposes of mitigation of COVID-19) will not be combined to overcome a shortage of substitute teachers.

It may be necessary for faculty or staff to spend some time between classes sanitizing rooms and supervising students within classrooms. School administrators will provide the necessary supplies and guidance regarding cleaning/disinfecting.

This MOU is due to extraordinary circumstances associated with schools' response to the COVID-19 pandemic. Any changes in working conditions established under COVID-19 are temporary, and will sunset at the end of COVID-19 accommodations in accordance with the Agency of Education guidance. Further additions, revisions or deletion will be agreed upon by both parties. Nothing in this MOU will establish a practice nor set a precedent for future years.

Beverly M. Davis
Beverly M. Davis, Superintendent

8/21/2020
Date

Jennifer L. Bjurling
Jennifer L. Bjurling, OCEA President

8/21/20
Date