

2020-2021 Reopening School due to COVID Pandemic MOU-CONFIDENTIAL BARGAINING

The Board of Education (the “Board”) of Glen Ellyn School District No. 41 (the “School District”) and the Glen Ellyn Education Association, IEA/NEA (the “Association”) agree as follows with respect to modification of the 2020-2022 Teachers’ Agreement, regarding the reopening of school for students and teachers due to the COVID pandemic:

As stated by ISBE “The State Superintendent has determined that days of instruction during a public health emergency must include at least 5 clock hours. Remote and Blended Remote Learning Plans must ensure that at least 5 clock hours of a combination of instruction and school work for each student participating in Remote or Blended Remote Learning Days occurs. Schools and districts should include as much face-to-face or synchronous instruction as possible. Districts can be flexible in determining how to best meet the requirement in their own context by counting all learning activities toward the 5 clock hour expectation. Learning activities may include, but are not limited to, in-person instruction, the teacher delivering instruction via recorded video or synchronous platform, remote small group work via breakout room or conference call, independent/flexible student work time, and virtual/telephone teacher-student check-ins. If using non-interactive platforms, students must have means to confer with an educator and receive feedback before assignments are graded or assessments are administered.”

Blended Learning Model of Instruction

Schools and districts are strongly encouraged to provide in-person instruction to students. However, schools and districts that are unable to adhere to IDPH requirements may choose to implement Blended Remote Learning Days, which are authorized by PA 101-0643. During these days, schools and districts may utilize hybrid models of in-person and remote instruction.

Elementary and Middle School Certified Staff:

In the blended reopening model, the 7 hour workday for teachers shall be scheduled as follows unless otherwise directed:

Students will attend 2.5 hours in person and 2.5 hours remote daily. The time frames for each session are: AM session 8:30-11:00 PM session 1:00-3:30. All teachers will have a two hour block in the middle of the day for PLC, Plan and Lunch from 11:00-1:00. The teachers teaching the remote portion of the day are required to be at school unless other accommodations have been made with the district.

Early Childhood

Kindergarten

In person learning:

- 30 minutes SEL
- 1 hour Literacy/SS/ESL push-in
- 1 hour Math

Remote learning:

- 20 minutes independent reading
- 10 minutes boom phonics (independent)

1st grade & 2nd grade

In person learning:

- 15 minutes SEL
- 55 minutes Math
- 1 hour Literacy/SS
- 20 minutes ESL/OT/PT/Resource/Intervention *extra time for Literacy for Dual

Remote learning:

- 30 minutes independent reading
- 20 minutes art/music/digital literacy
- 20 minutes Boom phonics
- 20 minutes PE daily
- 20 minutes Science
- 20 minutes FLES
- 20 minutes homework completion

3rd grade-5th grade

A/B Schedule 5 days a week alternating subjects (2 days Literacy, 3 days STEAM then switch the next week)

In person learning:

Example: Week A schedule for MTuW

- 15 minutes SEL
- 1 hour 55 minutes Literacy/Social Studies
- 20 minutes EL/Resource/OT/PT/intervention

Week B schedule for ThF

- 1.5 hours Math
 - 40 minutes Science
 - 20 minutes EL/OT/PT/Intervention
- **SEL will be reinforced in STEAM.

Remote learning: (every day)

- 30 minutes independent reading
- 20 minutes art/music/digital literacy
- 20 minutes word study
- 20 minutes PE daily
- 20 minutes FLES
- 40 minutes homework completion

6th-8th grade

In person learning:

- 48 minutes Math
- 48 minutes Literacy/EL 1 & 2
- 48 minutes SS/Science

Remote learning:

- 30 minutes FL/ESL 3/ESL 1 & 2
- 30 minutes PE/health
- 30 minutes Exploratory
- 30 minutes Homework including silent reading, social work/resource, SLP, OT, virtual counselor groups

Counselors, Social Workers, Speech Pathologists and School Psychologists will see their caseload of students via google meets or other district provided virtual platform.

PBL Coaches- will teach grades 1st-2nd grade Science and support teachers as needed
Reading and Math Coaches-will provide curriculum support for teachers' lessons and collaborate with teachers during PLC.

Elementary and Middle School Digital Literacy Specialist- provide tech support for their building families that need support prior to and during the e-learning day. Elementary Digital Literacy Specialists will teach the students a digital literacy lesson each week along with providing support.

Dual Language Spanish teachers will provide synchronous teaching to the students in the full remote learning.

Elementary Band and Orchestra will be taught on the remote portion of the day in place of PE.

AEC will provide in person instruction during math.

The Specialist or Case Manager is expected to reach-out, individually, to families of students on their case-load to share activities that coincide with related services.

Staff may be assigned to support needs within the building if they have time in their schedule without students. Since this time is part of the contractual student contact time no additional pay will be provided.

Full Remote Learning Instruction

ISBE states "Schools and districts should prepare for a return to remote instruction in the event of a resurgence of the virus or a second wave of it in the fall." The 7 hour workday for teachers shall be scheduled as follows unless otherwise directed:

Students will attend remote learning 2.5 hours in the morning and 2.5 hours in the afternoon. The time frame for each session are: AM session 8:30-11:00 PM session 1:00-3:30 . All teachers will have a two hour block in the middle of the day for PLC, Plan and Lunch from 11:00-1:00.

Early Childhood

- 20-30 minutes of live instruction in Literacy and Math
- Provide a matrix of activities for students and families to complete

Kindergarten

- 30 minutes SEL
- 1 hour Literacy/SS/ESL push-in
- 1 hour Math
- 20 minutes independent reading
- 10 minutes boom phonics (independent)

1st grade & 2nd grade

- 15 minutes SEL
- 55 minutes Math
- 1 hour Literacy/SS
- 20 minutes ESL/OT/PT/Resource/Intervention *extra time for Literacy for Dual
- 30 minutes independent reading
- 20 minutes art/music/digital literacy

- 20 minutes Boom phonics
- 20 minutes PE daily
- 20minutes Science
- 20 minutes FLES
- 20 minutes homework completion

3rd grade-5th grade

A/B Schedule 5 days a week alternating subjects (2 days Literacy, 3 days STEAM then switch the next week)

Example A schedule

- 15 minutes SEL
- 1 hour 55 minutes Literacy/Social Studies
- 20 minutes EL/Resource/OT/PT/intervention

Example B schedule

- 1.5 hours Math
 - 40 minutes Science
 - 20 minutes EL/OT/PT/Intervention
- **SEL will be reinforced in STEAM.

Every day schedule

- 30 minutes independent reading
- 20 minutes art/music/digital literacy
- 20 minutes word study
- 20 minutes PE daily
- 20 minutes FLES
- 40 minutes homework completion

6th-8th grade

- 48 minutes Math
- 48 minutes Literacy/EL 1 & 2
- 48 minutes SS/Science
- 30 minutes FL/ESL 3/ESL 1 & 2
- 30 minutes PE/health
- 30 minutes Exploratory
- 30 minutes Homework including silent reading, social work/resource, SLP, OT, virtual counselor groups

Counselors, Social Workers, Speech Pathologists and School Psychologists will see their caseload of students via google meets or other district provided virtual platform.

PBL Coaches- will teach grades 1st-2nd grade Science and support teachers as needed
Reading and Math Coaches-will provide curriculum support for teachers' lessons and collaborate with teachers during PLC.

Elementary and Middle School Digital Literacy Specialist- provide tech support for their building families that need support prior to and during the e-learning day. Elementary Digital Literacy Specialists will teach the students a digital literacy lesson each week along with providing support.

Dual Language Spanish teachers will provide synchronous teaching to the students in the full remote learning.

The Specialist or Case Manager is expected to reach-out, individually, to families of students on their case-load to share activities that coincide with related services.

Virtual Lesson Privacy

As long as you use the Google platform or other accounts that are provided by District 41, you are not personally liable. You are functioning in your role as a D41 employee and implementing the plan for Remote E-Learning that has been provided to you by District 41. Use the same professional judgement about your instruction and how you engage with students as you do during the in-person instruction. Some added personal safety measures that you may want to utilize:

- You have the ability to record any Google Meets that you are hosting. This is considered a teacher record and not a student record unless you share it with someone. You may save the recordings and use them to revisit and provide students with formative feedback. In the event that a question arises, you always have the recording to go back to demonstrate what took place during that Google Meets session.
- Ken Harbauer has created school specific backgrounds that can be used as your virtual background. If you use a virtual background, the only thing participants see is you (and the virtual background).
 - You can conduct a Google Meets with audio only.
 - Consider inviting another teacher, support staff member or aide to join in on your Google Meets session with students. This can be helpful for the other person to keep track of any questions that come through via chat.
- Check with your Digital Media Specialist for details.

During classroom instruction remote instruction, audio and video recordings and photography are not allowed by parents/students without specific permission from an administrator or the teacher.

This MOU is only for the 2020-2021 school term. It is not precedential for any following school term.

Either the Board or GEEA may terminate this MOU immediately if any governmental entity with authority over the District prohibits the in-person instruction as provided for in this MOU. Either party may terminate this MOU with no less than 10 days' notice if any such governmental entity disapproves any part of this MOU. The Board may immediately suspend in-person instruction and move to all remote instruction if the Board determines that in-person instruction cannot be provided with sufficient safety for student or staff. The Board may terminate this MOU no less than 10 days' notice if it determines that instruction under this MOU is not being effectively delivered to students or is unworkable for staff. Any notice under this paragraph must be in writing and delivered in-person or electronically to the President and Superintendent and to the Presidents of the Association. Promptly after any such notice is given, the Association and the Board will begin negotiations over a successor MOU.

This Memorandum of Understanding shall be deemed dated and become effective on the date the last of the parties signs as set forth below.

**GLEN ELLYN EDUCATION
ASSOCIATION**

DocuSigned by:

Dina Sbarra

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Dina Sbarra, Co-President

DocuSigned by:

Tracy Guerrieri

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Tracy Guerrieri, Co-President

7/24/2020

Date

BOARD OF EDUCATION

DocuSigned by:

Robert Bruno

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Dr. Robert Bruno, President

DocuSigned by:

Jessica Buttimer

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Jessica Buttimer, Secretary

7/25/2020

Date