



Fall Opening MOU

MVEA / MVUSD

**August 10th - October 30th,
2020**

Presented by MVEA





Important Terms

- MOU
- Daily Live Interaction
- Synchronous
- Asynchronous



MOU-Memorandum of Understanding

- MOU's are fundamentally an agreement that two parties create before a negotiated document is finalized. That's right-it's an agreement before an agreement.
- Temporary contract language and typically has a start and end date
- Supplemental to the current Collective Bargaining Agreement (CBA)- It Is NOT a replacement!!!





Reporting to Work - member choices

- Members may work from home
- Members may report to their assigned worksite during regular hours with prior approval from their administrator
 - If a member **CHOOSES** to attend worksite, they shall be responsible for for ALL District health and safety requirements .





Voluntary Prep Days

- Additional Voluntary Prep Time
 - August 6th and 7th
 - Notify Admins ahead of time of your intent to participate
 - Paid at Extra Hourly Rate
 - Used for prep, planning, and collaboration time
 - Members will need to produce evidence of work created/collaboration done





Daily Minimum Instructional Minutes

- Students must receive a minimum amount of daily instruction that can be met by a combination of teacher instruction and “time value” of work assigned. (Synchronous+Asynchronous)
- Tk-K (180 minutes)
- Grades 1-3 (230 minutes)
- 4-12 (240 minutes)
- Alternative Education (180 minutes)



Synchronous “Live” Interactions

- Information exchanged in live time
- Part of the daily instructional minutes must be provided in synchronous time
 - **Tk-K:** 60 minutes per day
 - **Grades: 1-3** 75 minutes per day
 - **Grades :4-6** 90 minutes per day
 - **Grades :6-12** 100 minutes per day
 - **Alt Ed:** 100 minutes per day



Synchronous Instruction Examples

- Face to face
- Teacher guided, interactive videos
- Small group instruction
- Peer/collaborative tasks/assessments/cfu
- Progress monitoring/assessments
- Teacher facilitated chats/blogs on approved platforms
- Whole group lessons
- Social Emotional Lessons (SEL)



Hold Harmless

Unit members shall be held harmless for any inadvertent errors, technical faults, or misuse/abuse of the platform by students and/or parents and are expected to report any instances of student misuse/abuse to their school site administrator as soon as reasonably possible.





Professional Conduct

- Members shall maintain the same professional conduct standards with students, parents and colleagues as they would in traditional workplace settings (Board policies 4005, 4119.21, 4219.21, 4219.22, and 4319.21)
 - Language
 - Dress
 - Chats
 - Emails



Asynchronous Interactions

- Exchange of information between two or more parties without the requirements for all the recipients to respond immediately (Not “Live”)
 - Examples: District email, Google classroom communication



ELD Services / Intervention Time @ Elementary

- Expectation is to provide daily time for ELD lessons for EL students in Elementary
- Expectation is to provide intervention time for students as needed; may be included during office hours
 - ELD / Intervention Time must be outside of the daily synchronous time requirements



SPED

- Students' IEP academic services will convert to a Virtual Learning Plan
- Students' IEP related services will be provided per the IEP
- All services will be provided virtually during Distance Learning
- IEPs will be held virtually adhering to timelines
- IEP teams will meet virtually within the regular school day
- Assessments will continue virtually to the extent possible
- All service providers will continue to maintain a record of services provided utilizing the Distance Learning Log
- RSP push -in services will translate to student support and progress monitoring
 - Push-in, pull-out, individual, small-group



Non-Classroom Certificated Staff

- Members that require parent signature shall be provided an appropriate electronic signature platform
- Members will meet virtually and consult with their administrators to create a schedule by which services will be provided
- Members may need to “pull out” students from a classroom environment to provide services such as small groups or individual students.
- All members shall adhere to their work hours per the Collective Bargaining Agreement and conduct their required work virtually via online technologies.
- Any remaining time outside of providing direct services shall be utilized for the following tasks but not limited to, collaboration, professional development, IEPs, PLC, and prep time.





Non Classroom Certificated Staff con't.

- Counselors shall post office hours 5 days a week, a minimum of 15 hours per week.
- Counselors and Behavior Specialists shall make age appropriate lessons to be placed on school websites.
- Counselors and administrators shall collaborate to secure a safe and confidential environment for students and counselors to communicate as needed





Approved District Digital Learning Platforms

- The following are AB 1584 approved platforms/software when providing Distance Learning instruction
 - Zoom
 - Screencastify
 - Google Classroom
 - Q Communication
 - Seesaw (Rainbow Springs only)
- Members are required to attend training on these platforms. If a member has taken the training in the past, it will be waived. There are some trainings that are being offered for extra duty pay on non-contract time (Aug 4-7).





Educator Workday

- *Workdays remain the same!*
 - 7 hours and 20 minutes for most certificated employees
 - 8 hours for some other unit members (mostly specialists)



Daily Schedules / Google Classroom Access

- Members may work with grade level / departments / site leadership teams to create daily schedules to be shared and developed with Administrators.
- When creating schedules, EFAPE teachers must be part of the process at elementaries.
- Administrators will need to be given “Student Level Access” to Google Classroom for virtual walkthroughs.
- <https://tinyurl.com/y2yb6hgr>



Office Hours

- Office Hours are 60 minutes each day for ALL members.
 - Not during Instructional Minutes time for teaching staff
 - Dedicated daily time to provide support to students / parents to complete assignments during Instructional time.
 - Office hour shall be the same time every day to provide consistency for parents/students.
 - Can be done via Zoom, District email, Google Classroom comments, etc.
 - May be done synchronously or asynchronously.
 - Respond to students, families and administrators within 24 hours, with the exception of non-work days in which case respond the next working day.






Prep Time

- Any time remaining (after student instructional time and office hours) on a work day schedule may be used for Prep Time for all members
- Time for prep, planning, PD Trainings, PLC team time, collaboration,
- Time may be used for attending IEPs (past practice)
- Secondary will maintain 1 period of prep within the regular bell schedule



Evaluations

- Evaluations are on pause for the moment
- The District and Association agree to meet and confer regarding evaluations before this MOU sunsets



Attendance, Grading, and Weekly Engagement Record Report utilizing Q

- Attendance will need to be taken on a daily basis
 - 24-hour period to adjust attendance, if needed
- Gradebook as usual
- Weekly Engagement Record Report (Q release soon)
 - ***To record daily*** student engagement and participation
 - Record to be ***turned in weekly***



Resources

- Every unit member will receive a one-time stipend of ***\$500 for costs associated with increased personal internet usage*** to be included with November paycheck (pro-rated for members hired after Nov 1, 2020) - not a reimbursement.
- ***Reimbursement up to \$500*** for reasonable costs associated with ***purchasing equipment, curriculum needs,*** and items directly related to providing distance learning.
 - Prior approval is necessary
 - All purchased materials shall be considered the property of the District
 - Purchase must be made prior to Nov 1, 2020





Substitute / Sick Days

- If you are going to be out and cannot teach for the day, then you would follow the usual substitute coverage process.



Sick Leave Related to Covid-19

Families First Coronavirus Relief Act (FFCRA expires December 31, 2020)

Up to 80 hours of paid sick leave at the employee's regular rate of pay where the employee is unable to work because the employee is quarantined (pursuant to Federal, State, or local government order or advice of a healthcare provider), and/or experiencing COVID-19 symptoms and seeking a medical diagnosis; or





Sick Leave Related to Covid-19

Up to 80 hours of paid sick leave at two-thirds the employee's regular rate of pay because the employee is unable to work because of a bona fide need to care for an individual subject to quarantine (pursuant to Federal, State, or local government order or advice of a healthcare provider), or to care for a child (under 18 years of age) whose school or child care provider is closed or unavailable for reasons related to COVID-19, and/or the employee is experiencing a substantially similar condition.





Sick Leave Related to Covid-19

Up to an additional 10 weeks of paid expanded family and medical leave at two-thirds the employee's regular rate of pay where an employee, who has been employed for at least 30 calendar days, is unable to work due to a bona fide need for leave to care for a child whose school or child care provider is closed or unavailable for reasons related to COVID-19.





Questions & Answers