

**Memorandum of Understanding
Regarding COVID-19 Remote Teaching 2021-2022**

This Memorandum of Understanding (“MOU”) is entered into by and between the Board of Education Highland Joint School District #305 (“the Board” or “the District”) and the Highland Education Association (“HEA”) (hereinafter collectively referred to as the “Parties”).

WHEREAS, due to the continued COVID-19 pandemic, the District’s 2021-2022 School Year Reopening Plans includes both remote and in-person learning instruction; and

WHEREAS, portions of the Reopening Plan may impact the HEA’s members’ wages, terms and conditions of employment and,

WHEREAS, the Parties have met and continue to bargain in good faith the impact of the Reopening Plans; and

WHEREAS, the Parties wish to memorialize the understandings reached between them as a result of the ongoing impact bargaining related to the Reopening Plans.

NOW THEREFORE, notwithstanding any provision(s) of the current Collective Bargaining Agreement (the “CBA”) between the Parties, the Parties agree to the following:

1. Pre-Arranged Absences for teachers who are quarantined/isolating and providing remote instruction. This provision is only applicable on work days when a teacher is providing 100% remote instruction to his/her assigned students. If a teacher needs to be absent because the teacher is quarantining/isolating due to the Covid-19 pandemic, he/she will not have to use a sick or personal leave day provided the teacher complies with the following conditions:

- a. The teacher must be able to provide a full day of activities for the students which shall at least include:

i. A minimum of thirty (30) minutes of pre-recorded lessons or live instruction per subject (K-6) or class period (6-12);


ii. Asynchronous activities that match regular learning day activities in both length and rigor; and

iii. A live check-in by the teacher with students for a minimum of thirty (30) minutes during each subject (K-5) or class period (6-12) to answer student questions and troubleshoot issues.

b. A teacher who follows the above conditions may be absent without using a sick or personal leave day no more than 8 days of the 2021-2022 school year.

2. If a teacher is unable to meet any of the requirements in section 1(a) or (b) of this MOU, the teacher must use a sick or personal leave day for the absence and must submit substitute lesson plans.

Unless otherwise specified in this MOU, this MOU is non-precedential and will not be binding or enforceable in any school years other than the 2021-2022 school year. This MOU is agreed to and authorized by the signatures of the Parties' representatives as set forth below.

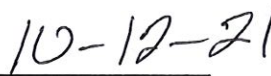


Highland Joint School District #305 – Board of Trustee

Chairperson



Highland Education Association President,



Date



Date