

Frequently Asked Questions: Return to School MOU

Q: Were there any changes to our duty days?

A: No, the first day to report back and the first day of instruction have not changed. The number of duty days has remained the same as well. (MOU 1.0)

Q. Is our pay affected?

A. In general, no. Base compensation remains the same and the 2% raise (effective 7/1/2020) is unchanged. There are no changes to the salary schedules for any unit member groups. Extra duty and 6th period pay may be prorated based on the ability to perform those duties. (MOU 2.0)

Q. Will I receive training to be prepared before the school year begins?

A. Yes. The district is offering PD with a focus on technology and on the best practices of online teaching. This will occur during the week of August 11th. (MOU 3.0)

Q. What will our responsibilities be when we return on August 11th?

A. August 11th: teacher-led virtual professional development
August 12th: teacher preparation day - no other assigned duties or requests
August 13th shall be a site-based Professional Development day. **Two (2) hours shall be dedicated to required Keenan online training.**
August 14th shall be a site staff meeting day. **Two (2) hours shall be dedicated to required Keenan online training.** (MOU 3.2)

Q. What are the definitions of “synchronous and asynchronous” in this context?

A. **Asynchronous Instruction**: Teachers provide materials, lectures, tests, and assignments that can be accessed independent of the teacher. **Synchronous Instruction**: Takes place in real time with individual learners or groups of learners, interacting with the teacher and course content. Classes require the teacher and student to be present at the same time, students must be present to participate. This can be done in person or online. (MOU 4.1)

Q. What are the daily instructional minute requirements?

A. Grade TK/K	180 minutes
Grades 1-3	230 minutes
Grades 4-8	240 minutes
Grades 9-12	240 minutes
Continuation HS	180 minutes

(MOU 4.2)

Q. What if my students don't have Internet access?

A. Alternative options shall be provided by the teacher. (MOU 5.1.3)

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Q. What are the hybrid learning models the district is considering?

A. There are two possibilities. Four cohorts: Students shall attend 1 day in-person and shall have 4 days a week online. Two cohorts: Students shall attend 2 consecutive days a week in person and shall have 3 days a week online. (MOU 5.2.1)

Q. If the district should change from full time distance learning, to having online learning as one of various options, how will those online positions be filled?

A. Priority for online learning shall first be given to employees at a site with a medically verified condition that renders them uniquely susceptible to the Novel CoronaVirus outlined by the CDC. (MOU 5.4.1.3)

Q. If members are transferred due to the special needs of the 2020-21 school year, where will they begin 2021-22?

A. At the beginning of the 2021-2022 school year, Unit Members shall return to their position prior to the conclusion of the 2019 - 2020 school year. (MOU 5.6)

Q. During distance learning, will I be able to teach from home?

A. Yes, subject to several conditions. (MOU 5.8)

Q. What are my responsibilities regarding the taking of attendance?

A. In most cases, you will be responsible for taking attendance of students assigned to your roster. (MOU 6.1)

Q. What are my grading responsibilities?

A. Unit Members shall ensure that a weekly engagement record is completed for each pupil documenting synchronous and asynchronous instruction for each whole or partial day of Distance Learning, verifying daily participation, and tracking assignments. (MOU 7.1)

Q. What are my responsibilities as a Special Education Service Provider?

A. Special Education service providers shall provide modifications, accommodations, and/or specialized instruction as documented in the student's IEP. (MOU 8.4.2.1)

Q. What are the rules for face coverings?

A. All staff, students, and visitors/volunteers/vendors shall be required to wear a face covering at all times while on any campus/site and/or district property until RCOE, CDC, CDPH, and/or RCDPH provide(s) additional guidance regarding the use of face coverings. Exceptions include staff and students who are excluded as listed in the RCOE, CDC CDPH, CDE, and/or RCDPH guidelines. (MOU 9.1 and 9.1.1)

Q. Who provides PPE?

A. Personal Protective Equipment (PPE) shall be provided by the District in adherence to state and local mandates as required. (MOU 9.2)

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Q. Will there be greater opportunities for students and staff to wash their hands frequently?

A. The district shall provide and maintain hand washing and/or hand sanitizing stations at each site. (MOU 9.8)

Q. Is social distancing of 6 feet a legal mandate?

A. While not a legal requirement, it will be enforced to the extent possible. 6-foot distancing markers shall be placed in areas such as main offices, cafeteria lines, and campus libraries to the extent practicable. (MOU 9.11)

Q. What if I test positive or have been exposed to someone with a confirmed positive test for COVID-19?

A. Any staff who test positive, have an exposure to a confirmed positive, or is symptomatic for COVID-19 are required to immediately notify their administrator and follow up with appropriate medical documentation if they test positive. (MOU 9.14)

Q. What happens if, when we return to some form of in-class instruction, a student demonstrates COVID-19 symptoms?

A. Site Administration shall designate a space at each site for students who show signs of COVID-19 symptoms. These spaces shall adhere to state, RCOE, CDC and/or RUHS-PH safety mandates. District nurses may be called upon to provide assistance and input into protocols. (MOU 9.21)

Q. Which Learning Management System (LMS) will we be required to use?

A. Unit Members shall create a Google classroom as the district-wide learning management system (LMS). The Academy of Innovation may use PowerSchool, OTUS, and/or Google Classroom as their Learning Management System (LMS). (MOU 10.5)

Q. In the event of my personal illness, what are my leave options?

A. A Unit Member may utilize the Families First Coronavirus Relief Act (FFCRA expires December 31, 2020). If this leave is amended or modified, the new provisions will automatically be adopted into this MOU. (MOU 11.1)

Q. For how long is this MOU in effect?

A. This MOU is in effect until June 30th, 2021. (MOU 16.1)

Q. What is Senate Bill 98?

A. Information on the bill can be found here: [Bill Text - SB-98 Education finance: education omnibus budget trailer bill.](#)