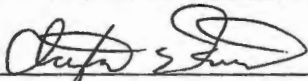


Letter of Agreement Between the Ellsworth Education Association and Ellsworth Community Schools

Both the Association and the Administration recognize that the 2020-2021 school year will represent unique challenges. Keeping this in mind, both parties mutually agree to the following provisions. These provisions do not extend beyond this school year and expire on June 30, 2021.

1. It is necessary for the district to establish virtual options for students whose families are not yet comfortable with face to face instruction. This option may add additional requirements to the regular responsibilities of the teaching staff and the administration will work to minimize the effects of these extra responsibilities where feasible.
  - a. Teachers may be expected to support students in a virtual class that is similar to the one that they are instructing face to face or have previously taught. This support is not considered a split class or an additional prep. A teacher may be required to instruct a virtual class, but will not be required to instruct a virtual class and a face to face class concurrently. If part of the teacher's class load is managing virtual students, they will be given adequate time during the school day to prepare for virtual instruction.
  - b. Teachers may be required to use an online platform during the instruction of their face to face classes to prepare students for a future migration to online instruction.
  - c. Class size for a teacher who is teaching both face to face and virtually concurrently is the total of the students in both formats. Regular class size limits do not apply to those who are teaching a class only virtually.
  - d. On remote days, teachers are expected to be physically present inside the school building delivering instruction 9 am – 12 pm. Staff members who are guardians are allowed to bring their kids into the building during this time. Exceptions to be made at the superintendent's discretion due to severe weather or other unforeseen circumstances.
  
2. A teacher who is required to quarantine as a result of established COVID protocols may be allowed to continue instructing and supporting their class virtually if both the teacher and the administration deem it to be feasible.
  - a. The teacher will provide virtual instruction through either live video conferencing, recorded videos or similar throughout the day. The district will provide a person who will physically supervise the students. If this option is exercised, the teacher will not be charged sick leave for this time.
  - b. Both parties acknowledge that this option may not be feasible for all teachers and/or classes. The administration agrees to be open to curriculum changes that would better adapt to virtual instruction. For example, a physical education class may change to health and nutrition during this time.
  - c. A teacher under quarantine for whom virtual instruction is not feasible as determined by either the teacher or the administration, may take sick leave as described in the master agreement. Teachers taking sick leave are still expected to leave adequate sub plans.
  
3. Elementary and MS/HS Lunch Supervision - \$9/lunch period plus free lunch
  - As feasible, each class/grade level should have supervision
  - Superintendent has the right to assign a staff member on a rotating basis if there are no volunteers
  - This will be in effect only while students continue to eat within their classrooms



Ellsworth EA President

8/18/20

Date

Ellsworth Superintendent

Date