

**LETTER OF AGREEMENT Virtual and In-Person Learning - COVID
BETWEEN
GRAND LEDGE PUBLIC SCHOOLS
AND
EATON COUNTY EDUCATION ASSOCIATION/
GRAND LEDGE EDUCATION ASSOCIATION, MEA/NEA**

1. This Letter of Agreement is developed, approved and executed between the Grand Ledge Public Schools Board of Education (the "District") and the Eaton County Education Association/Grand Ledge Education Association, MEA/NEA (the "Association").
2. This letter of agreement shall become effective upon the execution by the District and the Association. It is expressly understood and agreed that the Letter of Agreement does not establish a binding working condition, or obligation of either party after June 29, 2021 at its term shall expire on that date.
3. The conditions and modifications established through this Letter of Agreement shall be effective until June 29, 2021.
4. Upon execution of this Letter of Agreement, LoA#1 - Remote Learning, shall expire.
5. Elementary online teachers shall provide virtual small group instruction for virtual students and in person teachers shall provide in person small group instruction for in person students (student swap). Middle school and high school teachers will provide in person or virtual small group instruction and/or student support based on their assignment.

VIRTUAL LEARNING

1. Virtual teachers will follow the district calendar.
2. P/T conferences shall be done virtually.
3. Virtual teaching assignments
 - a. No multi-grade level positions at the elementary level.
 - b. While in the yellow phase of the district's approved metric, elementary classes will not have any multi-building placements. While in the green phase of the district's approved metric, elementary teachers may have multi building placements. Students will all be placed in the same building for PowerSchool and grading purposes
 - c. Class size will follow the current contractual guidelines. For virtual classes, lab limits shall not apply, and will revert to the normal class sizes for the building.
 - d. Class size may be increased in consultation with the teacher, GLEA and the District and approved by the building principal. In the event that class sizes need to be exceeded (either as per class OR as an overall student number), a secondary teacher shall earn a stipend of \$100/student per trimester for secondary teachers or \$500/student per trimester for elementary teachers. Elementary Specials teachers shall earn \$50/class per trimester. In order to allow for balancing of schedules at the secondary level, this will take effect at the conclusion of the second week of the trimester and will be paid on or before the second pay after the end of the trimester.
 - e. No emergency certifications in relation to online teaching unless agreed to by the teacher in question and GLEA.

- f. A teacher will not be reprimanded for a disturbance or outage of the internet.
 - g. Teachers will apply to remain online. The district retains the right of assignment and teachers understand that not all preferences will be met. Teachers with health restrictions will be given first priority.
4. Teachers who are assigned a virtual program shall have equal rights to an in person Grand Ledge teacher. The district will make every effort possible to accommodate requests to return to placements (and planned redistricting placements) for the 2021-2022 school year.
 5. The teacher workday will remain 7.5 hours for all teachers and will be done during normal school hours.
 6. If a teacher is sick and can't perform their duties for a short period of time, (1-3 days), they will postpone synchronous learning and provide asynchronous lessons. Teachers will enter sick time in Red Rover and will enter no sub needed.
 7. If a teacher has a long term illness (> 3 days) a sub will be provided for synchronous learning. Teachers will enter their sick time in Red Rover and request a sub and contact their building principal.
 8. Teachers will have access to school buildings and teacher work spaces for the purpose of printing, getting supplies, scanning documents, etc.
 9. If a teacher cannot have a work space within the building or the building is completely shut down, then the district will provide a hotspot for the teacher if requested.

BLENDED LEARNING

1. Teachers who volunteer to teach online/in person simultaneously (students in the classroom while teaching via zoom). Teachers who have agreed to do this and have been approved by their building principal will receive an additional stipend of \$50/week, which will be paid on or before the second pay after the end of the trimester.
2. K-8 teachers will not be required to teach both online students and face to face students simultaneously (students in the classroom while teaching via zoom).
3. At the high school, teachers will be assigned virtual OR face to face. Teaching assignments that have both virtual classes and face to face classes will be made in consultation with the teacher and based on needs within the schedule.

IN-PERSON LEARNING

1. The district will follow the Board Approved Metric for reopening.
2. While in phase red of the district's metric, teachers will not be required to work in the building. All teachers working in the building will be voluntary.
3. In person teachers shall supervise up to 45 minutes of recess per week for their own students and may supervise up to an additional 30 minutes of recess per week with their own students at a rate of \$30/hour (after 45 minutes), based on scheduling needs in consultation with teachers.
4. P/T conferences shall be done virtually, and remain the contractual time commitment.
5. While the district is in the red/yellow phase of the district's metric, meetings shall be done virtually.
6. Class Size - when the district is in the yellow phase of the metric the number of students in a classroom at one time will be no more than 60% the contractual size.

7. While the district is in phase red/phase yellow, teachers with a face to face or blended teaching assignment, will receive a weekly stipend of up to \$200/week (\$50 per day) for teaching in person to account for the extra duty of providing virtual content for students who are not in the building. If the district or a program is returned to virtual midweek, then face to face teachers will still receive the stipend for that partial week based on their normal schedule. The total will be paid on or before the second pay after the end of the trimester and will be capped at \$2000 total per teacher. If the district is in the yellow phase for longer than 10 weeks, the LOA will be reopened.
8. The District shall provide In-person teachers with PPE such as, but not limited to, masks, gloves, hand sanitizer, disinfectant wipes (spray), face shields, and a touchless thermometer.
9. The District administration, staff and students will explicitly follow mask guidelines. Teacher concerns for students or staff not following these guidelines will be brought to the attention of the building principal. The district will address these concerns utilizing the student code of conduct.
10. The District shall provide and allow in-person teachers to get COVID-19 testing during school hours if they suspect they have been exposed to the COVID-19 virus.
11. While the district is in the red/yellow phase, Teachers are assured that all students, staff, and visitors will be screened daily for the Coronavirus Disease using the GLPS workplace health screening form.
12. Those teachers that have been exposed to COVID-19 or test positive will be quarantined as instructed to do so by the health department or the District. The teacher will continue to be paid and no sick days will be assessed to the teacher. The teacher will communicate all quarantines with their supervisor and the school nurse prior to or concurrently with the start of the quarantine. Quarantine timelines will be determined in consultation with the teachers, school nurse, health department, and supervisor.
13. Teachers shall quarantine if a household member has been instructed to quarantine by the health department or the District. The teacher will teach virtually, continue to be paid, and no sick days will be assessed to the teacher. The teacher will communicate all quarantines with their supervisor and the school nurse prior to or concurrently with the start of the quarantine. Quarantine timelines will be determined in consultation with the teachers, school nurse, health department, and supervisor.
14. No teacher will be expected to be exposed to any individual that has been confirmed to have contracted the COVID-19 virus or that has been deemed exposed to the COVID-19 virus through contact tracing until they have been quarantined for the allotted time as instructed by the health department or district.

**GRAND LEDGE PUBLIC SCHOOLS
BOARD OF EDUCATION**

By: St. Gail

Its: Asst. Superintendent

Date: 2-10-2021

**EATON COUNTY EDUCATION
ASSOCIATION/GRAND LEDGE
EDUCATION ASSOCIATION**

By: [Signature]

Its: President

Date: 2/10/21