

**Memorandum of Understanding
Regarding COVID-19 Related Absences
2021-2022**

This Memorandum of Understanding (“MOU”) is entered into by and between the Board of Education of Roselle School District No. 12 (“the Board” or “the District”) and the Roselle Education Association (“REA”) (hereinafter collectively referred to as the “Parties”).

WHEREAS, the Parties are engaged in ongoing discussions regarding the continuing impact of the COVID-19 pandemic on the educational environment; and

WHEREAS, the Parties acknowledge that they continue to face uncharted and trying times that will continue to require ongoing collaboration, mutual understanding of expectations, and ongoing flexibility and adjustments on many issues and work conditions; and

WHEREAS, the Parties wish to memorialize the understandings reached between them.

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

1. Staff members will provide synchronous and asynchronous instruction to students who have been ordered to quarantine by IDPH or the Local Health Department for the duration of the student’s quarantine period, as follows:
 - a. The provision of synchronous and asynchronous instruction will begin on the second full day of the student’s quarantine period;
 - b. Content-area teachers will provide students with 30-60 minutes of live, synchronous teacher support per content area on a daily basis, through a combination of whole group and small group/individual support. Elementary instruction will focus on English-Language Arts and Mathematics. Synchronous instruction will be available beginning the second week of the 2021-2022 school year. Kindergarten teachers may provide less synchronous instruction during the first month of the school year provided some synchronous instruction does occur on a daily basis;
 - c. Total minutes of daily synchronous instruction will be adjusted to meet requirements as communicated by ISBE, if applicable;
 - d. Teams will develop and implement a plan to provide quick check-ins with quarantined students during WIN time;
 - e. Specials/Electives teachers will provide synchronous instruction where practical. Where impractical, asynchronous work aligned with grade

level standards will be developed and provided to students, with direct feedback provided to students upon submission; and

- f. Related Services/Specialists will provide synchronous, small group, pull-out services via livestream. Services typically provided one-to-one will also be fully provided.
- 2. Staff members expected to provide synchronous instruction will be provided with instructions and/or tutorials for use of new technology prior to implementation. Expectations for use of technology will be communicated by the Assistant Superintendent of Learning and Teaching. Where technology does not work on a given day, staff members will provide support to students through an alternate method, including, but not limited to: phone calls, individual Google Meets, etc.
- 3. To the greatest extent possible, formal evaluations will not be conducted during synchronous instruction. Staff members will work with their primary evaluator to avoid scheduling observations during periods of synchronous instruction.
- 4. Full vaccinated staff members will be placed on a paid administrative leave without loss of any sick leave if they must quarantine due to a positive COVID-19 test after a direct exposure to COVID-19 in the District provided the staff member strictly followed the District’s masking protocols.
- 5. Either party may request to revisit aspects of the MOU with 10-day notice.
- 6. This MOU shall not be used as precedent or cited as past practice by either the District, its administration, or the REA in any proceeding, negotiation, or in any other context whatsoever, except to enforce the terms of this MOU.
- 7. 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.
- 8. The Parties agree to revisit this MOU if health and/or safety protocols change, as needed.

IN WITNESS WHEREOF, this MOU is agreed to and authorized by the signatures of the Parties’ representatives as set forth below.

Roselle School District No. 12,
Superintendent

Date

Roselle Education Association,
President

Date

