

Memorandum of Agreement

Between

Oak Park and River Forest High School District 200 and Faculty Senate, IEA/NEA

This Memorandum serves to acknowledge that due to the disruptive nature of the COVID-19 pandemic, including but not limited to the necessity for remote instruction, the Faculty Senate and the Board of Education of District 200 have agreed to the following non-precedent setting provisions for the first semester of the 2020-2021 school year:

1. Modified bell schedule as reflected in the chart below:

Daily Schedule*			
A Day		B Day	
0 Period#	7:30 - 8:30 a.m.	5th Period	9:00-10:00 a.m.
1st Period	9:00-10:00 a.m.	6th Period	10:30-11:30 a.m.
2nd Period	10:30-11:30 a.m.	7th Period	12:00-1:00 p.m.
3rd Period	12:00-1:00 p.m.	8th Period	1:30-2:30 p.m.
4th Period	1:30-2:30 p.m.		
Student Support	2:30 - 3:30 p.m. (<i>M, TU, TH, F</i>)	Student Support	2:30 - 3:30 p.m. (<i>M, TU, TH, F</i>)
Flexible Teacher Collaboration	2:30 - 3:11 p.m. (<i>W</i>)	Flexible Teacher Collaboration	2:30 - 3:11 p.m. (<i>W</i>)
Extra-curriculars	3:30 p.m. and after	Extra-curriculars	3:30 p.m. and after

*Student learning activities (homework, practice work, etc.) are designed to extend beyond the class periods that are made available for synchronous learning. The 30 minutes between class periods is designed to be flexible, allowing students and teachers to extend learning activities and take breaks as needed.

2. Weekly advisory period will take place from 8:35 - 8:45 a.m. on Wednesdays.
3. Weekly flexible teacher collaboration will take place from 2:30 to 3:11 p.m. on Wednesdays.
4. Emergency lesson plans will be prepared by all teachers and made available to division heads to distribute in the event of a teacher absence.

5. Stipends will be paid only for coaching/sponsoring sports and activities that actually run.
6. In order to provide support to students at the end of each school day, Counselors and Social workers in the Student Services Department will have the following daily schedule: from 8:19 a.m. to 3:30 p.m. Monday through Friday.
7. Certain classes, including but not limited to self-contained special education, auto, woodworking, behind-the-wheel, nursing and related services will have an in-person component to them. Specific schedules will be developed collaboratively between the teachers willing to teach in person and their supervisors. No teacher will be required to teach simultaneously in person and remotely. All established safety protocols will be followed.
8. In accordance with Article 30 "Management Rights" of the 2018-2022 Collective Bargaining Agreement, due to the COVID-19 pandemic, the Administration reserves the right to reassign faculty members who are willing to work in the building to cover the in-person classes.
9. All non-tenured faculty members will be evaluated using the regular evaluation process. Any modifications to the evaluation process due to the challenges of the remote learning environment will be reviewed and agreed upon by the joint evaluation committee consisting of the representatives from the Administration and the Faculty Senate.
10. All tenured faculty members scheduled for evaluation in 2020-2021 whose last summative rating was "Excellent" will default to "Excellent" rating, and all other tenured faculty members scheduled for evaluation in 2020-2021 will default to "Proficient" rating unless a tenured faculty member scheduled for evaluation in 2020-2021 specifically asks to be evaluated.
11. The Administration reserves the right to evaluate tenured teachers scheduled for evaluation in 2020-2021 year the following year and issue a summative rating if deemed necessary.
12. The Administration reserves the right to conduct informal observations of all faculty members for the purpose of feedback and professional growth coaching.

OPRFHS Faculty Senate, IEA-NEA

Board of Education, OPRFHS District 200

By: 
 / Chairperson

By: 
 President

Date: 1 September, 2020

Date: August 27, 2020