



TO: Jennifer Pollock and Jennifer Lapacek, GEA Co-Presidents

FROM: Victor Simon III, Superintendent of Schools

RE: Memorandum of Understanding

DATE: March 19, 2019

As previously discussed, Section 8 J. of the current CBA reads as follows and will need to be addressed as part of our collaborative effort to design and carry out eLearning in Gower School District.

Section 8-J. - School Closures. *When the schools are closed to students due to inclement weather or for any other emergency purpose, teachers shall not be required to report for duty.*

The signatures below indicate a mutual understanding that when an e-Learning Day is utilized according to the Board-approved plan for such days of instruction and student attendance, Sect. VIII. J. - School Closures as written in the 2018-2021 CBA, GEA and District 62, will not apply and teachers are in fact required to report for duty as directed. The signatures below also indicate a mutual understanding that the Board of Education and Gower Education Association will identify the Section 8-J of the current CBA, and the topic of eLearning in general, as part of the next collective bargaining negotiations. Furthermore, signatory parties acknowledge that any Board of Education approval of an eLearning plan for the 2019-20 school year shall remain in place for a 3-year period according to School Code provided that annual review of the program is expected and revisions as implemented may be required to address findings.

Furthermore, on an e-Learning Day*, the 7 hour and 45 minute workday for teachers shall be scheduled as follows unless otherwise directed:

- 8:00 a.m. - 8:30 a.m. - Planning/preparation
- 8:30 a.m. - Learning modules posted and period of availability, student engagement, instruction, supervision and support as needed begins
- 8:30 a.m. - 1:30 p.m. - 5-hour block of student engagement, instruction, supervision, monitoring and support as needed
- 1:30 p.m. - 2:00 p.m. - Duty Free
- 2:00 p.m. - 3:20 p.m. - Verification/assessment of student work/engagement; planning/prep. (e-Learning)
- 3:20 p.m. - 3:45 p.m. - Planning/preparation, professional responsibilities

Ryan Asmus
BOE President

Jennifer Pollock
GEA Co-President

Jennifer Lapacek
GEA Co-President

Victor Simon III
Superintendent of Schools