

**MADISON LOCAL BOARD OF EDUCATION
REGULAR MEETING
October 20, 2020
6:00 P.M.**

<https://zoom.us/j/94692032957?pwd=MUR5eWdyTzhQTEQvTHVSZCtXMmw3Zz09>

The Board of Education of the Madison Local School District met in regular session on Tuesday October 20, 2020 in the Madison Board of Education conference room with the following members present: Shawn Douglas, Michael Haury, Brian Horvath and Jean Sency. Michelle Hayes was absent. The public was able to participate in the meeting via Zoom.

APPROVAL OF AGENDA

#178-20
Agenda

Jean Sency moved and Brian Horvath seconded to adopt the agenda as presented and with such modifications made by the Superintendent.

Shawn Douglas, Michael Haury, Brian Horvath and Jean Sency voted "Yes." Vote: 4-0.

APPROVAL OF MINUTES

#179-20
Minutes

A. Brian Horvath moved and Michael Haury seconded to approve the minutes of the September 1, 2020 regular meeting.

Shawn Douglas, Michael Haury, Brian Horvath and Jean Sency voted "Yes." Vote: 4-0.

#180-20
Minutes

B. Jean Sency moved and Brian Horvath seconded to approve the minutes of the September 15, 2020 regular meeting.

Shawn Douglas, Michael Haury, Brian Horvath and Jean Sency voted "Yes." Vote: 4-0.

BOARD MEMBER REPORTS

Brian Horvath talked about the tour of the buildings and how everyone was following proper protocols.

Moments of Silence for Jackie Strumbly, Bob Wickert and Bill Baker.

REPORTS AND RECOMMENDATIONS OF THE TREASURER

Mr. Michael Vaccariello discussed the HB 264 Note refinancing and transfer, the Subrecipient Agreement with Madison Village. Mr. Vaccariello also gave a presentation on the Five-Year Forecast FY2021-FY2025.

#181-20
Finances

A. Jean Sency moved and Brian Horvath seconded that the Board engage in the following actions as listed below; provided, however, that should any item included within this motion be declared by a court of competent jurisdiction to be void or illegal, all remaining items within this motion shall remain in full force and effect, notwithstanding the status of the voided item.

► to approve the financial reports for all funds, Fund to Fund Transfer Report and the Check Payment Register for September, 2020.

- ▶ to approve the transfer from Fund 001-General Fund to Fund 002-Debt Service funds in the amount of \$104,241.56 for HB264 Note Principal and Interest Payments.

Shawn Douglas, Michael Haury, Brian Horvath and Jean Sency voted "Yes." Vote: 4-0.

#182-20
Five Year
Forecast

- B. Brian Horvath moved and Michael Haury seconded to approve the Five-Year Forecast FY2021-FY2025, as presented, and found on file in the Treasurer's office.

Shawn Douglas, Michael Haury, Brian Horvath and Jean Sency voted "Yes." Vote: 4-0.

#183-20
Subgrant

- C. Michael Haury moved and Jean Sency seconded to approve a Subgrant Agreement with Madison Village for the use of Coronavirus Relief Funds in the amount of \$126,500 as found on file in the Treasurer's office.

Shawn Douglas, Michael Haury, Brian Horvath and Jean Sency voted "Yes." Vote: 4-0.

#184-20
Donations

- D. Jean Sency moved and Brian Horvath seconded to accept the following donations:

- ▶ a generous donation of \$300 from Michael Warren Real Estate to North Elementary School to be used for Streak of the Week.
- ▶ a generous donation of three vacuum cleaners and books from Carmeuse Grand River Operations to North Elementary School to be used for first grade classrooms.
- ▶ a generous donation of books from Connie and Steve Niederkorn to Madison Middle School to be used in the Madison Middle School Library.
- ▶ a generous donation of gift cards from Chapel United Methodist Church to North Elementary School to be used as rewards for the Coffee Bean Kindness Club.
- ▶ a generous donation of gift cards from Joey's Italian Grille to North Elementary School to be used for Streak of the Month and Perfect attendance awards.
- ▶ a generous donation of \$88 from the employees of Andover Bank from their Casual for a Cause Campaign to the Madison Local Schools to be used as needed.
- ▶ a generous donation of \$211.50 from the Leaf Air Eek Sun Golf outing to MHS S.A.D.D. to be used as needed.
- ▶ a generous donation of gift cards from Madtown Nutrition to North Elementary School to be used for their Coffee Bean Club.
- ▶ a generous donation from Crossroads Community Church of meals to the North Elementary School staff for parent/teacher conferences.
- ▶ a generous donation of gift certificates from The 528 Tavern to North Elementary School to be used for their Streak of the Month program.
- ▶ a generous donation of masks from Jo Hudson to Madison High School Choir and the Madison Board of Education members.
- ▶ a generous donation from Chapel United Methodist Church of assistance for Thanksgiving dinner for fifteen families at North Elementary School.

- ▶ a generous donation of \$490 from French Chiropractic and Wellness Center to the Madison Local School District to be used as needed.

Shawn Douglas, Michael Haury, Brian Horvath and Jean Sency voted "Yes." Vote: 4-0.

#185-20

Public Records
Training

- E. Brian Horvath moved and Jean Sency seconded to appoint Michael Vaccariello as the designee of each of the elected officials for the purpose of public records training.

Shawn Douglas, Michael Haury, Brian Horvath and Jean Sency voted "Yes." Vote: 4-0.

#186-20

School Bus

- F. Michael Haury moved and Jean Sency seconded to adopt the following resolution:

Ohio Schools Council Cooperative advertising and receiving bids for school bus chassis and bodies

WHEREAS, the Madison Local Schools Board of Education wishes to advertise and receive bids for the purchase of at least one of the following:

78 passenger transit style puller and/or

54 passenger transit style puller

THEREFORE, BE IT RESOLVED the Madison Local Schools Board of Education wishes to participate and authorizes the Ohio Schools Council to advertise and receive bids on behalf of said Board as per the specifications submitted for the cooperative purchase of at least one of the following:

78 passenger transit style puller and/or

54 passenger transit style puller

Shawn Douglas, Michael Haury, Brian Horvath and Jean Sency voted "Yes." Vote: 4-0.

REPORTS OF THE ADMINISTRATIVE TEAM

Mrs. Angela Smith talked about finding out what students will be doing at semester break.

Mr. David Bull updated the Board on fall testing.

RECOMMENDATIONS OF THE SUPERINTENDENT

#187-20

Personnel

- A. Brian Horvath moved and Jean Sency seconded to engage in the following personnel actions as listed below; provided, however, that should any item included within this motion be declared by a court of competent jurisdiction to be void or illegal, all remaining items within this motion shall remain in full force and effect notwithstanding the status of the voided items.

(1) The Board of Education approved the following unpaid leave requests:

- ▶ to approve an unpaid leave of absence for Deborah Hart, Madison High School Special Needs Assistant, effective September 9, 2020 through December 22, 2020 pursuant to the OAPSE #238 Local Agreement Article 5, Section C.
- ▶ to approve the unpaid leave request of Jasilyn Albert, ESL teacher, for the 2020-2021 school year, effective May 17, 2021 through May 28, 2021 and if necessary

beyond the unpaid leave date, pursuant to Article V, §D[1] of the MEA Negotiated Agreement and Board policy 3430.01.

(2) The Board of Education accepted the following resignations:

- ▶ to accept the resignation of Alyssa Addison, Pre-K Special Needs Assistant, effective October 16, 2020.
- ▶ to accept the resignation of Denise Kunsman, long term Intervention Specialist substitute at South Elementary, effective October 6, 2020.

(3) The Board of Education entered into the following employment contracts:

- ▶ each of the following substitute teachers as approved by the Educational Service Center of the Western Reserve and/or the Madison Local School District's Superintendent under a one year limited substitute teacher contract for the 2020-2021 school year, pursuant to ORC §109.57, 3319.10 and 3319.39

Rebecca Pillows Katie Ruzin

- ▶ to employ Pam Grinstead under a long-term substitute teacher contract from September 28, 2020 through May 28, 2021 to perform the duties of an open North Elementary School position pursuant to ORC §§109.57, 3319.10 and 3319.39. The Board authorizes the Superintendent and the Treasurer to adjust the length of service to reflect any changes related to the teacher absence and authorized under Article V, §A of the MEA Negotiated Agreement for which the long-term substitute teaching assignment is made.
- ▶ to employ Marilyn Craine under a long-term substitute teacher contract from October 12, 2020 through May 28, 2021 to perform the duties of an Intervention Specialist at South Elementary School position pursuant to ORC §§109.57, 3319.10 and 3319.39. The Board authorizes the Superintendent and the Treasurer to adjust the length of service to reflect any changes related to the teacher absence and authorized under Article V, §A of the MEA Negotiated Agreement for which the long-term substitute teaching assignment is made.
- ▶ to employ Anthony Gentile under a one-year limited contract as a second shift Custodian at Madison High School effective Friday, October 2, 2020 at a rate of compensation of \$12.67 per hour for eight (8) hours per day, pursuant to ORC §§109.57 and 3319.081 and Article 7 of the OAPSE Master Contract.
- ▶ to employ Roy Schlee under a one-year limited contract as a second shift Custodian at Madison High School effective Friday, October 2, 2020 at a rate of compensation of \$12.67 per hour for eight (8) hours per day, pursuant to ORC §§109.57 and 3319.081 and Article 7 of the OAPSE Master Contract.
- ▶ the following persons, each as casual, day-to-day substitutes and at the Board-approved rate of compensation, effective the 2020-2021 school year, pursuant to ORC §4117.01 (C) (13) and Board policy 4120.04.

Alyssa Addison Brandon Wheeler

- ▶ the following certificated personnel, each under a one-year limited supplemental contract for the 2020-2021 contract year, in the position and at the rate of compensation listed below, pursuant to ORC §3319.08 and Appendix B of the MEA Negotiated Agreement.

BJ Titman	MHS Head Baseball Coach	.16	10 yrs.	\$6,351
Keith Brainard	MHS Head Boys' Tennis Coach	.18	13 yrs.	\$7,145

Keith Brainard	MMS 8th grade Boys' Basketball Coach	.15	17 yrs.	\$5,954
David Negin	MMS 7th grade Boys' Basketball Coach	.15	17 yrs.	\$5,954
Lee Polzer	MMS 7th grade Girls' Basketball Coach	.15	17 yrs.	\$5,954
Joe Measel	District Electronic Media Director	.18	7 yrs.	\$7,145
Brett Tomko	MHS Instrumental Music Director	.15	4 yrs.	\$5,954
Jennifer Calhoun	MHS Vocal Music Director	.10	8 yrs.	\$3,970
Tom Hupertz	MHS Academic Challenge Co-Advisor	.035	20 yrs.	\$1,389
Brittany Kemper	MHS Academic Challenge Co-Advisor	.03	12 yrs.	\$1,191
Ann Colaneri	MHS Junior Class Advisor	.06	5 yrs.	\$2,382
Julie Vacca	MHS Junior Class Advisor	.08	12 yrs.	\$3,176
Kristina Hickman	MHS National Honor Society Co-Advisor	.04	13 yrs.	\$1,588
Michelle Replogle	MHS National Honor Society Co-Advisor	.04	15 yrs.	\$1,588
Dean Wadd	MHS Robotics/Science Club Advisor	.05	10 yrs.	\$1,985
Dana Clark	MHS Senior Class Advisor	.06	5 yrs.	\$2,382
Shawna Gilligan	MHS Senior Class Advisor	.05	0 yrs.	\$1,985
Julie Behm	MHS Student Council Advisor	.05	0 yrs.	\$1,985
Chad Butler	MHS Yearbook Advisor	.10	7 yrs.	\$3,970
Brittany Kemper	MHS Infinite Campus Coach	.02	0 yrs.	\$ 794
Tedd Wagner	MHS Infinite Campus Coach	.03	7 yrs.	\$1,191
Julie Behm	MHS Infinite Campus Coach	.02	2 yrs.	\$ 794
Jennifer Ayala	MMS Infinite Campus Coach	.05	12 yrs.	\$1,985
Becky Barton	MMS Yearbook Co-Advisor	.035	15 yrs.	\$1,389
Amy Grist	MMS Yearbook Co-Advisor	.035	15 yrs.	\$1,389
Katie Goldberg	MMS Student Council Co-Advisor	.02	1 yr.	\$ 794
Amber Cvelbar	MMS Student Council Co-Advisor	.02	1 yr.	\$ 794
Emily Grau	MMS National Junior Honor Society	.05	4 yrs.	\$1,985
Emily Grau	MMS Newspaper Advisor	.04	2 yrs.	\$1,588
Nick Ciani	SES Head Teacher	.05	1 yr.	\$1,985
Tracie Crim	SES Infinite Campus Coach	.05	12 yrs.	\$1,985
Matt Brickman	NES Head Teacher	.08	12 yrs.	\$3,176
Jackie Berry	NES Math Club Co-Advisor	.025	8 yrs.	\$ 992
Shannon Sampson	NES Math Club Co-Advisor	.02	4 yrs.	\$ 794
Cindy Chaunce	NES Science Club Co-Advisor	.025	10 yrs.	\$ 992
Keslie Green	NES Science Club Co-Advisor	.025	9 yrs.	\$ 992
Sarah Kuholski	NES Student Council Co-Advisor	.03	10 yrs.	\$1,191
Keslie Green	NES Student Council Co-Advisor	.035	14 yrs.	\$1,389
Joe Measel	NES Infinite Campus Co-Coach	.025	12 yrs.	\$ 992
Jackie Berry	NES Infinite Campus Co-Coach	.025	12 yrs.	\$ 992

- the following non-certificated persons under a one-year limited personal service contract for the 2020-2021 school year for the position and at the rate of compensation listed below, pursuant to ORC §3319.08 and Appendix B of the MEA Negotiated Agreement, and Board policy 3120.08. The Board certifies that it has complied with the provisions of ORC §3313.53 prior to and in this employment.

Art Rose	MHS Head Softball Coach	.14	5 yrs.	\$5,557
Jeremy Verdi	MHS Head Boys' Track Coach	.18	14 yrs.	\$7,145
Emily Daniels	MHS Head Girls' Track Coach	.14	4 yrs.	\$5,557
Melissa Colarik	MMS 8th grade Girls' Basketball Coach	.07	1 yr.	\$2,779
Corbin Post	MMS Wrestling Coach	.09	5 yrs.	\$3,573
Jake Shirer	MMS Wrestling Coach	.07	2 yrs.	\$2,779
Ralf Caswell	MHS S.A.D.D. Advisor	.07	17 yrs.	\$2,779

(4) The Board is approving the following transfer:

- ▶ to transfer Shanon Berwald from a 6.5 hour position as a Manager’s Helper at Madison Middle School to a 7 hour position as a Kitchen Manager at South Elementary School, effective November 1, 2020.

Shawn Douglas, Michael Haury, Brian Horvath and Jean Sency voted “Yes.” Vote: 4-0.

#188-20
Resolutions

B. Jean Sency moved and Brian Horvath seconded to approve the following resolutions:

**Resolution Declaring
Red Ribbon Week**

WHEREAS, the annual Red Ribbon Celebration will be observed across America during Red Ribbon Week October 19-23, 2020 offering community members the opportunity to demonstrate their commitment to healthy, drug-free life styles; and

WHEREAS, parents, youth, government, business, law enforcement, schools, religious institutions, service organizations, social services, health services, media and the general public will demonstrate their commitment to drug-free communities by wearing and displaying red ribbons during this week long celebration; and

WHEREAS, drug abuse stands as one of the major challenges our state faces in securing a safe and healthy future for our children;

WHEREAS, the objective of Red Ribbon Week 2020 will be to promote this view through drug prevention, education, parental involvement and community wide support.

NOW, THEREFORE BE IT RESOLVED that the Madison Local Schools District Board of Education hereby recognizes the week of October 19-23, 2020 as Red Ribbon Week and pledges its support to an educational environment that demonstrates a commitment to healthy alcohol and drug free lifestyles.

BE IT FURTHER RESOLVED that the Madison Local Schools District Board of Education encourages our schools and community to contribute to a drug and alcohol abuse-free society through active participation in drug prevention education programs and activities.

RESOLUTION

WHEREAS Nancy Porter has been a dedicated and faithful teacher in the Madison Local School District and has positively affected the lives of hundreds of students for the past 29 years; and

WHEREAS Nancy has shown the highest degree of professionalism in caring for our students.

NOW THEREFORE BE IT RESOLVED that the Madison Local Board of Education recognizes, with deep appreciation, Nancy’s contributions to our community and its young people and wishes Nancy well in her retirement.

BE IT FURTHER RESOLVED that an official copy of this resolution be presented on behalf of the Board to Nancy Porter.

RESOLUTION

WHEREAS Cheryl Reidl has been a dedicated employee of the Madison Local School District for the past 33 years; and

WHEREAS Cheryl has provided great service to our school district and care for our students and facilities through her exemplary performance of her duties.

NOW THEREFORE BE IT RESOLVED that the Madison Local Board of Education recognizes, with appreciation, her contributions to our community and its young people and wishes Cheryl well upon her retirement.

BE IT FURTHER RESOLVED that an official copy of this resolution be presented to Cheryl Reidl on behalf of the Board.

RESOLUTION

WHEREAS Susan Chicarell has been a dedicated employee of the Madison Local School District for the past 30 years; and

WHEREAS Sue has provided great service to our school district and care for our students and facilities through her exemplary performance of her duties.

NOW THEREFORE BE IT RESOLVED that the Madison Local Board of Education recognizes, with appreciation, her contributions to our community and its young people and wishes Sue well upon her retirement.

BE IT FURTHER RESOLVED that an official copy of this resolution be presented to Susan Chicarell on behalf of the Board.

Shawn Douglas, Michael Haury, Brian Horvath and Jean Sency voted "Yes." Vote: 4-0.

MEMORANDUM OF UNDERSTANDING

#189-20

Memorandum Brian Horvath moved and Jean Sency seconded to adopt a Memorandum of Understanding between Madison Local School District Board of Education and the Madison Education Association regarding concerns about the epidemic/pandemic related to COVID-19 as found in Appendix A.

Shawn Douglas, Michael Haury, Brian Horvath and Jean Sency voted "Yes." Vote: 4-0.

MADISON PUBLIC LIBRARY BOARD OF TRUSTEES

#190-20

Library Jean Sency moved and Brian Horvath seconded to re-appoint Stacey Dame as a member of the Madison Public Library Board of Trustees, effective January 1, 2021 through January 1, 2028, pursuant to ORC §3375.15.

Shawn Douglas, Michael Haury, Brian Horvath and Jean Sency voted "Yes." Vote: 4-0.

BOARD POLICY UPDATE**#191-20**

Board Policies Brian Horvath moved and Michael Haury seconded to review the following Board policy updates as a first reading.

1520	Employment of Administrators
1530	Evaluation of Principals and Other Administrators
2270	Religion in the Curriculum
3124	Employment Contract
5517.02	Sexual Violence - DELETE
5610	Removal, Suspension, Expulsion, and Permanent Exclusion of Students
5611	Due Process Rights
6144	Investments
6152	Student Fees, Fines, and Charges
6152.01	Waiver of School Fees for Instructional Materials
6325	Procurement - Federal Grants/Funds
6424	Procurement Cards
8800	Religious/Patriotic Ceremonies and Observances

Shawn Douglas, Michael Haury, Brian Horvath and Jean Sency voted "Yes." Vote: 4-0.

CONSENT CALENDAR**#192-20****Calendar**

A member of the Board or the Superintendent may request that any item be removed from the consent calendar and voted upon separately.

Jean Sency moved and Brian Horvath seconded that all of the following items which appear in this portion of the agenda constitute the consent calendar and are hereby adopted by this one single motion; provided, however, that should any item included within this motion be declared by a court of competent jurisdiction to be void or illegal, all remaining items within this motion shall remain in full force and effect notwithstanding the status of the voided item.

- ▶ to approve the following volunteer coaches for the 2020-2021 school year:

Braden Jerome	High School Football
Cody O'Bradovich	Middle School Football

- ▶ to approve the programs listed below and as found on file in the Board office, each as an Educational option of independent study, and, to approve the participation of the Madison High School students listed below under their respective, approved programs, effective the 2020-2021 School year, pursuant to OAC §3301-35-01 (C) and Board policy 2370.

Show Choir 'Eclectica' - Cooperating Teacher Jennifer Calhoun

Andrew Dalke - ½ credit
 Anna Elder - ½ credit
 Mark Hribar - ½ credit
 Suzanna Lausin - ½ credit
 Campbell Wood - ½ credit

Advanced Ecology 2 (Honors) -Cooperating Teacher Tim Pira

Emily Dudaitis - 1 credit

AP Biology I - Cooperating Teacher Tim Mainello

Brian Chaffee - 1 credit

Personal Fitness - Cooperating Teacher Tim Willis

Emma Norman - ¼ credit

Tech Literacy - Cooperating Teacher Burt Sivon

Riley Wilbur - ½ credit

Mya Selby - ½ credit

- ▶ to enter into a five-year lease with the Madison Softball Association to utilize the Bennett Road Property for the purpose of community recreation, effective January 1, 2021 through December 31, 2025, at a cost of \$1.00 per year and under the terms and conditions as found on file in the Board office.
- ▶ to enter into a consultant services contracts with Tom Linsenmeier to provide Sound Director, Music Pit Director and Lighting Director services for musical drama performances for the 2020-2021 school year, not to exceed \$1,500 for all services combined.

Shawn Douglas, Michael Haury, Brian Horvath and Jean Sency voted "Yes." Vote: 4-0.

ADJOURNMENT

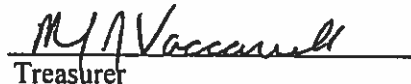
Brian Horvth moved and Michael Haury seconded that the Board adjourn the meeting.

Shawn Douglas, Michael Haury, Brian Horvath and Jean Sency voted "Yes." Vote: 4-0.

The video recording of the public sessions of this meeting can be found on file in the Treasurer's Office.



President



Treasurer

Appendix

A

**MEMORANDUM OF UNDERSTANDING
BETWEEN THE
MADISON LOCAL DISTRICT BOARD OF EDUCATION
AND
MADISON EDUCATION ASSOCIATION**

SEPTEMBER _____, 2020

WHEREAS, the Madison Local School District Board of Education ("Board") and the Madison Education Association ("Association") are parties to a collective bargaining agreement ("Master Agreement or CBA") with a term from August 15, 2020, through August 16, 2021; and

WHEREAS, the Parties are concerned about an epidemic/pandemic related to COVID-19 that may necessitate the closing of the school buildings to students on a temporary basis; and

WHEREAS, the Parties entered into certain agreements regarding creating online learning positions; and

WHEREAS, the Master Agreement does not include any language addressing the issue of school building closings to students as a result of an epidemic or the creation of online learning positions; and

WHEREAS, the Board and Association desire to set forth procedures concerning the closing of school buildings to students in this situation;

NOW, THEREFORE, the Parties agree as follows:

1. Teachers shall utilize google classroom as their platform for online learning where appropriate and be able to post a learning standard with any assignment;
2. Teachers shall report to their schools daily for normal school hours, unless the Board determines that it is unsafe to do so in guidance with ODH and Lake County General Health District;
3. Teachers shall be provided Chromebooks by the District as requested;
4. Teachers shall still observe normal breaks, or any other holiday listed in the District calendar and not be expected to work during those times;
5. Teachers in grade 6-12 who are assigned online students shall be given class period(s) during their normal workday to provide online education. All class size requirements shall still be followed;

6. All class size requirements shall be followed for each teacher who has been scheduled an online class. The only exception to class size limits shall be where a teacher voluntarily allows the District to schedule students over their contractual allowances and after the 2 additional paid students. Before this happens there shall be a meeting with the teacher/teachers involved and with Association representation to discuss the class limit overage. The request to voluntarily accept overages in the virtual setting can only be initiated by the administrator once.
7. For classes where there is insufficient enrollment to warrant a dedicated online section, those classes shall be a blended class of both in-person and online students. Those classes will be equipped, within reason, with the proper technology and equipment for the blended learning environment;
8. Teachers who are unable to be available during normal work hours due to illness shall report it per CBA;
9. Teachers shall not be responsible if technology problems arise, but shall work with the technology department as needed and shall work to alter lesson plans and activities as needed;
10. Teachers shall follow the District technology policy in posting assignments, including videos posted online, but shall not be responsible if ads or other material inadvertently pop up or appear on the students' screens that are inappropriate in nature;
11. Teachers shall not be required to make up any days to fulfill their contract due to the closure of school buildings related to COVID-19;
12. Nothing herein alters the District's obligation to meet the hour requirements set by statute and/or the Ohio Department of Education, except as may be modified by order of the Governor of Ohio or provision by the Legislature. Should such order or modification occur, the Parties shall review this Memorandum of Understanding and modify its contents accordingly;
13. Effective for the remainder of the current negotiated agreement, the Board shall create at least 15.5 online instruction positions for current elementary bargaining unit members;
 - a. These teachers shall be paid in accordance with the CBA.
 - b. All other provisions pertaining to these positions shall still apply, including, but not limited to, planning time, accrual and use of leaves, length of workday, class size limits, etc....
 - c. These positions shall be filled utilizing criteria developed by the Board with consultation from the Association.

- d. The teachers shall be required to come into the buildings unless they present appropriate documentation to the Board as to why they will not be able to do so.
- e. Observations shall still be conducted as per the CBA. Teachers at home shall mutually schedule a time to come in for their observations.
- f. At no point shall video, audio, or any other type of recordings be used for evaluation.
- g. At the end of the 2020-2021 school year all teachers moved or affected due to the creation of these positions shall be returned to their positions held at the end of the 2019-2020 school year before any movement for the 2021-2022 school year.

14. For the remainder of the current negotiated agreement, the Board and the Association agree to create the equivalent of "Blizzard Bags" or enrichment activities for the first four (4) days of a weather related calamity day in exchange for training offered to the teachers the first four (4) days of the contract year;

15. There shall be no SLO or growth measures when evaluating teachers under OTES 1.0;

16. It is agreed that the terms and conditions of this agreement shall be null and void at the expiration of the CBA (August 15, 2021) and shall not be precedent setting;

17. Finally, it is agreed that the terms and conditions set forth in this Memorandum of Understanding constitute the entire agreement among the Parties relating to the operations and expectation of educators for online learning environments for the duration of this contract. The Parties further agree that any changes or modifications to this MOU must be reduced to writing and be signed by all the Parties.

IN WITNESS WHEREOF, the Parties' below identified representatives, having been duly authorized by their respective organization, enter into this Agreement on the date set forth above.

FOR THE BOARD:

FOR THE ASSOCIATION:

By _____
Superintendent

By _____
Association President

Date: _____

Date: _____