

**LETTER OF AGREEMENT #1 OFFSITE REMOTE/INTERRUPTED LEARNING
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. The conditions and modifications established through this Letter of Agreement shall be effective for the duration of the 2020-2021 Master Agreement.
3. Open Houses shall be canceled for the 2020-2021 school year.
4. P/T conferences shall be done virtually, unless Grand Ledge is in Phase 5, and remain the contractual time commitment.
5. PD for October 16th and January 29th shall become Flex PD for online learning.
6. Meetings that cannot safely meet Phase 4 requirements shall be done virtually unless Grand Ledge is in Phase 5.
7. Teachers shall have access to buildings in order to plan for, prepare for and teach classes if legally allowed.
8. Teachers may be needed to provide instruction (either online or in person) in addition to their normal classes to provide support for high risk or other students. This will be done on a voluntary basis, teachers will be paid their professional rate for teaching sessions in addition to their regularly scheduled contractual day, and it must be coordinated with their building principals. Teachers will not be asked to be alone with a student for one on one instruction.
9. No teachers will be required to come to school for face to face instruction unless Grand Ledge enters phase 5 or the District and GLEA agree that the requirements and strong recommendations in the MI Safe Schools Return to School roadmap can be met in phase 4. Teachers may come to school at any time in Phase 4 at their discretion, following the safety protocols in the board approved return to school plan.
10. The teacher workday shall remain 7.5 hours for all teachers.
11. The elementary work day shall be from 8:30am to 4:00pm for online schooling. Elementary teachers may voluntarily adjust their start and end times, in collaboration with their building principals, as long as their work day remains 7.5 hours. Elementary principals shall set the master schedule for the building.
12. The secondary work day shall be from 8:00am to 3:30pm for online schooling. Secondary principals shall set the master schedule for the building.
13. If a teacher is sick and can't perform their duties for a short time period, (1-3 days) they will postpone synchronous learning and provide asynchronous lessons. Teachers will enter their sick time in Red Rover and will enter no sub needed.
14. 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 your building principal.
15. A teacher shall not be reprimanded for a disturbance or outage of the internet.

16. All teachers will receive a stipend of \$500 as a result of 6 total hours of extra professional development, additional summer planning, and the need to contact parents before school starts that will be required to successfully implement the district's off site learning plan. Principals may schedule two hours of staff meetings prior to the start of school for planning.
17. In the event that Michigan moves back to Phase 3, we will reopen this LOA to discuss needs for home offices and other supports.

Grand Ledge Public Schools Board of Education

By: JK Gault

Its: Asst. Superintendent

Date: 8-25-2020

Grand Ledge Education Association

By: [Signature]

Its: President

Date: 8/25/2020