

Summary of Agreement on Memorandum of Understanding (MOU) 2020-2021

This is intended to summarize important aspects of the agreement document. It is not intended to address every item.

Distance Learning Stages/ and work Location (Appendix B)	<ul style="list-style-type: none">● Given the current health situation we are beginning the school year in stage three (3) (Appendix B). This requires staff to be on site. However, this MOU has been designed to accommodate flexibility for staff that have challenges with working on site. See Health and Safety Accommodations below.
Health and Safety (Appendix A)	<ul style="list-style-type: none">● District-wide health and safety protocols will comply with all applicable public health agencies (pg1.)● The employer will provide a variety of PPE appropriate for assignments and students.● The building principal will be responsible for enforcing all safety procedures.● Each building shall have an isolation-quarantine room (separate from the health room).● All classrooms shall be provided with disinfecting sprays and hand sanitizer that has been approved by EPA.● Ventilation will be set to maximize outside air flow continuously. Filters will be used that provide the maximum filtration recommended for the HVAC equipment of the building and will be changed monthly. Status check of each building HVAC equipment shall be provided quarterly or per NTEA President's request.
Health and Safety (Accommodations)	<ul style="list-style-type: none">● Employees who have self-identified as increased risk (per CDC guidelines) submit request to HR and work remotely until a final determination has been made (pg1, 1a).● Employees identified under all other categories (pg1, 1b-1c; and in Leaves categories pg2 a-i) must submit a request and plan to the staff member's supervisor. The intent is to be flexible with individual needs.● Examples of categories may include childcare and household with increase risk (pg 1,1b).● No physician's note or documentation is required for household member requests.● Requests for accommodation will not adversely impact evaluation (pg2,1c).● All employees requesting accommodation can work remotely until a final determination has been made (pg 2, 1b).
Compensation (pg 2, 2)	<ul style="list-style-type: none">● There will be no reduction in compensation and supplemental contracts as detailed in our current CBA including a four (4) percent salary increase for the 2020-2021 school year.

<p>Leaves (pg 2-7)</p>	<ul style="list-style-type: none"> ● A comprehensive list of leave options is outlined in section 3. ● Accommodations and multiple leave options including District provided, State and Federal leaves are detailed in letters 3a thru 3k. ● Leave options are designed to be applicable at any distance learning stages described in appendix B. ● Leave requests are processed through HR.
<p>Professional Development (pg 8)</p>	<ul style="list-style-type: none"> ● 86 percent of the membership surveyed wanted to have additional PD time to prepare for this unique school year. ● We advocated for flexibility to choose your work location for all PD happening prior to the school year. ● The three (3) August PD days (District and building directed) are part of your 2019-2020 contract. ● The three (3) August PD days that are part of the 2020-2021 contract have been moved to the first week in September to fulfill staff members' needs prior to the start of the school year. ● These 22.5 hours must be completed anytime September 1 through September 4. ● These three (3) September days are entirely employee directed. Employees will submit their PD plan to their building supervisor. ● Employees will have completed all of their PD prior to the end of the school year 2020-2021.
<p>Instructional and Service Delivery Model (pg 8)</p>	<ul style="list-style-type: none"> ● Continuous Remote Learning 2.0 to be analyzed by the NTEA Executive Board and Bargaining Team. ● There has been no change to the workday currently described in the CBA.
<p>Bargaining Team (pg 8)</p>	<ul style="list-style-type: none"> ● The Bargaining Team will continue to meet with the District to review all aspects of the CBA and MOU. ● Any changes to guidelines or recommendations from state agencies will be reviewed and the MOU revised if necessary, by the NTPS/NTEA Bargaining Team. ● Issues yet to be negotiated including but not limited to, evaluations, and additional special education considerations due to face to face instruction and workload. ● Monitoring compliance with staffing standards (Article 30 of current CBA) that become effective this school year 2020-2021.
<p>Communication and Effective Dates (pg 8)</p>	<ul style="list-style-type: none"> ● The District will continue to update staff with recommendations and requirements from appropriate public health authorities and OSPI. ● The MOU shall be in effect for the 2020-2021 school year or earlier if it is determined to be safe to bring all students and staff back for in-person instruction. ● All other provisions of the CBA shall remain in full effect.