

---MEMORANDUM OF UNDERSTANDING---

Between

**The Board of Education of
School District 68**

And

The Oak Grove Education Association, IEA-NEA

The Board and Association agree to modify Article 10 "EMPLOYEE EVALUATION" of the 2020-2021 through 2024-2025 Collective Bargaining Agreement, including the Evaluation Plan referenced and incorporated therein, as follows:

Whereas, the Board and Association agree that on this issue of teacher evaluation, the following special terms shall apply for any teacher on evaluation cycle for the 2020-2021 school year and shall pre-empt any conflicting term in the Collective Bargaining Agreement:

1. For any tenured teacher on cycle for the 2020-2021 school year, the teacher's evaluation rating shall default to "Proficient;" except that any teacher whose last evaluation was "Excellent," such teacher's evaluation rating shall remain as "Excellent."
2. Tenured staff members will remain on the existing two-year evaluation cycle in place before 2020-2021 school year and such cycle shall not be adjusted.
3. For all non-tenured teachers, they will receive two (2) formal evaluations for the 2020-2021 school year and receive a summative evaluation rating based on the Framework for Remote Teaching components.

The Board and Association agree to modify Article 12 "SALARY AND BENEFITS" of the 2020-2021 through 2024-2025 Collective Bargaining Agreement, including the Evaluation Plan referenced and incorporated therein, as follows:

Whereas, the Board and Association agree that on this issue of internal substitution, the following special terms shall apply for any remote teacher for the 2020-2021 school year and shall pre-empt any conflicting term in the Collective Bargaining Agreement:

1. This policy will apply only in case of illness or emergency in the remote setting when traditional substitute use is not feasible.
2. The remote teacher who substitutes for another remote teacher during regular School hours (8:00 AM to 3:30 PM) will be compensated for on a prorated basis, based on a full or half day substitution. The full day remote substitute teacher rate will be \$115 and the half day remote substitute teacher rate will be \$57.50.
3. In the case of an emergency fill, with approval of administration who shall determine it is not an undue burden of the workload and in agreement of the teacher working with the additional students, a remote teacher may internally cover another remote teacher's class.

Whereas, the Board and Association agree that on this issue of substitution, the following special terms shall apply for any in-person teacher for the 2020-2021 school year and shall pre-empt any conflicting term in the Collective Bargaining Agreement:

1. This policy will apply only in the case of an in-person teacher who requests to continue teaching while in quarantine at home.
2. The in-person teacher can Google Meet into their classes and provide synchronous instruction remotely during regular School hours (8:00 AM to 3:30 PM) while a substitute teacher maintains safety guidelines in the physical classroom without requiring the in-person teacher to take a sick day.

Whereas, the Board and Association agree that the terms of this Memorandum of Understanding are responsive to a unique and unprecedented set of circumstances and that this Agreement shall not establish a practice or precedent between the parties.

For the Board of Education
School District 68

DocuSigned by:
Anthony M Giamis

Board President

For the Oak Grove Education
Association, IEA-NEA

Elin M. Sw

Association President

This 20 day of Novemb
er, 2020

This 18th day of Nov, 2020

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