

**Memorandum of Understanding
No. 2
Regarding COVID-19 School Re-Opening Plans 2020-2021**

This Memorandum of Understanding (“MOU”) is entered into by and between the Board of Education of Community Consolidated School District No. 64 (“the Board” or “the District”) and the Park Ridge Education Association (“PREA”) (hereinafter collectively referred to as the “Parties”).

WHEREAS, due to the continued COVID-19 pandemic, the District’s 2020-2021 School Year Reopening Plans includes both remote and in-person learning instruction; and

WHEREAS, portions of the Reopening Plan impact the PREA’s members’ wages, terms and conditions of employment and, as a result, the PREA, pursuant to its rights under the *Illinois Educational Labor Relations Act*, demanded to bargain said impact of the Reopening Plans; and

WHEREAS, the Parties have met and continue to bargain in good faith the impact of the Reopening Plans; and

WHEREAS, the Parties wish to memorialize the understandings reached between them as a result of the ongoing impact bargaining related to the Reopening Plans.

NOW THEREFORE, notwithstanding any provision(s) of the current Collective Bargaining Agreement (the “CBA”) between the Parties, the Parties agree to the following:

- 1. Pre-Arranged Absences during Remote Learning.** This provision is only applicable on work days when a teacher is providing 100% remote instruction to his/her assigned students. If a teacher needs to be absent for a portion of a remote learning work day, he/she will not have to use a sick or personal leave day provided the teacher complies with the following conditions:
 - a. The teacher must be able to provide a full day of activities for the students which shall at least include:
 - i. A minimum of thirty (30) minutes of pre-recorded lessons;
 - ii. Asynchronous activities that match regular remote learning day activities in both length and rigor; and
 - iii. A live check-in by the teacher with students for a minimum of thirty (30) minutes during the regular student instructional day to answer student questions and troubleshoot issues.
 - b. A teacher who follows the above conditions may be absent without using a sick or personal leave day no more than three (3) times and such days may not be consecutive.

If a teacher is unable to meet any of the requirements in section 1(a) or (b) of this MOU, the teacher must use a sick or personal leave day for the absence and must submit substitute lesson plans.

Unless otherwise specified in this MOU, this MOU is non-precedential and will not be binding or enforceable in any school years other than the 2020-2021 school year. This MOU is agreed to and authorized by the signatures of the Parties' representatives as set forth below.

Community Consolidated School District 64,
Superintendent

Date

Park Ridge Education Association,
President

Date

663748_1