# SEA COVID-19 Distance Learning MOU (Highlights)

## Establishes & Secures
- **Compensation**: base pay, 1/6ths, and stipends will be paid
- **Employment Status**: all members remain at the same status, and this agreement does not affect PKS
- **Disciplinary Action**: teachers will not be held responsible for online behavior of 3rd parties
- **Member Safety**: members will not be expected to perform work on a school site if they or someone they live with is compromised by age or underlying health conditions
- **Protects Sick Leave**: the intent of the MOU is to not use sick or personal time due to impacts of coronavirus (according to criteria of [Families First Coronavirus Response Act](https://www.whitehouse.gov/coronavirus/))

## FLEXIBILITY
<table>
<thead>
<tr>
<th>FLEXIBILITY</th>
<th>EXPECTATIONS</th>
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<tbody>
<tr>
<td><strong>Workday</strong></td>
<td></td>
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<tr>
<td>● Member choice for use of time: direct instruction, office hours, PLC</td>
<td>● 5 hour work day, prorated for part time schedules.</td>
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## Work Expectations
- Members will access and may use SUHSD DL Resources website
- Watch recorded videos of staff meetings/trainings if unavailable
- Personal choice of schedule: Synchronous, Asynchronous, Blended, and Paper
- Personal choice of delivery using district approved platforms
- Ability to Change DL Plan/Schedule as needed
- Members can change aspects of the Distance Learning Plan at any time to suit their needs

## Academic Freedom
- Freedom to determine grade according to Ed.Code and guidance from CDE and State Superintendent of Public Instruction
- “Hold Harmless” grading. Grades are not to be punitive for students.

## Equipment and Support
- Members choose PD according to needs
- Members not required to use personal devices (computers, phones, etc.)
- PD from April 6th to April 17th
- Members expected to participate in all scheduled PLCs
- District will provide necessary equipment for Distance Learning
Q&A Session

Can I work a flexible schedule at hours that are convenient to my situation?

The MOU recognizes that there are several instances where members will need to deliver content or provide support at hours outside of the 10am-3pm. The use of an Asynchronous Schedule provides this flexibility.

For example, you may post assignments on a discussion board which allows students to access material at any time convenient to them. You may designate that you will respond to questions between 7-9 at night, since those are hours convenient to your home situation.

Do I have to be online for all 5 hours of the workday?

The MOU does not require you to be online for 5 hours each day. The 5 hour workday includes direct instruction and Flexible Schedule Time, yet there is no distinction of how much time should be spent on each. Researching and preparing lessons in a Distance Learning setting are all part of your workday, yet don’t necessitate an online presence.

Am I expected to provide synchronous learning opportunities (virtual classrooms)?

The District and SEA recognize that there are a myriad of access issues and living situations that will hinder both students and staff from providing synchronous learning opportunities. The District has maintained that asynchronous learning is the goal, and that virtual classrooms are beyond the expectation.

If I choose to provide synchronous learning opportunities, when should I host these meetings?

Synchronous learning opportunities should be aligned with the Districtwide Student Schedule, which should have been provided by your site administration. The schedule helps provide continuity for students and seeks to prevent overlapping of virtual classroom meetings.

While there may be exceptions to get maximum participation during synchronous learning, please use your best judgement as to what are appropriate times to host virtual meetings. For example, it would not seem to be good practice to host these meetings at 8pm.

Can I offer enrichment only activities? Can I offer new curriculum?

Yes, to both questions. The only guidance from CDE has been to “hold harmless” on grades, but nothing in regards to curriculum. Teachers need to be cognizant that due to widespread access issues, there will be many students that will not be current when school year 2020-2021 begins.