

**Proposed Memorandum Agreement between
the Seaside School District and the Seaside Education Association**

The Seaside School District and the Seaside Education Association hereby agree to the following Memorandum of Agreement (MOA) for the purpose of setting forth the terms and conditions regarding the delivery of Comprehensive Distance Learning (CDL) during the 2020-2021 school year. In accordance with Governor Kate Brown's emergency orders and ODE guidance under Ready Schools, Safe Learners for alternative methods of delivery of instruction, the District and the Association, in order to assure the safety and well-being of all students and staff, hereby agree to the following:

I. Working Conditions for Members Engaged in CDL

1. Members shall be provided a minimum of thirty-two (32) hours of member-directed time to prepare for CDL during the seven in-service days (September 1 - September 11, 2020).
2. Members may choose to deliver CDL from their classrooms or off-site. Members may come and go from their buildings and classrooms during working hours as long as they follow the entry and exit protocols established by the District.
3. The District shall provide curriculum, technology (from existing District equipment) for members to deliver CDL to students. Educators will not be required to use their own personal devices.
4. Members assigned to Seaside Online Thrive during 2020-21 will receive first consideration to return to the assignment they had during the 2019-20 school year.
5. Members should refer to the Families First Coronavirus Relief Act (FFCRA) when reviewing options for protected leaves. Please contact the District Office with questions.

II. Working Conditions for Members Providing Face-to-Face Instruction during CDL

1. The District shall provide members with masks, gloves, and other personal protective equipment as required by law.

III. Transition to Hybrid Instruction

1. Members will be scheduled with time on three Wednesdays, free of instruction for unpacking and room prep when buildings are available for occupancy.
2. Members shall be notified of the intent to move to face-to-face or hybrid learning a minimum of two weeks' prior to commencing hybrid or in person instruction, this notification does not include limited in person instruction under CDL guidelines.

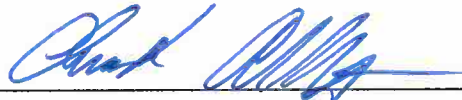
3. The District will email union leadership a copy of the ODE-required Operational Blueprint for Reentry when adjustments are implemented.
4. Members will be given priority for cohort designation for their school aged children for hybrid learning. They can choose for their children to be in different cohorts to alleviate need for childcare/at home supervision.


IV. Leaves

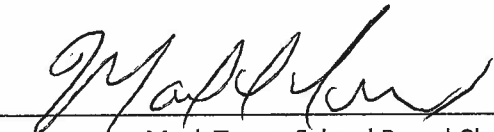
1. The Association will be allowed to pursue additional sick leave bank donations in February.

The parties agree that all provisions of the Collective Bargaining Agreement not modified by the Memorandum of Understanding will remain in full force and effect. The parties agree that this Memorandum of Agreement shall not be used as evidence of past practice or as an argument for precedence in the future.

This MOA will expire on June 30, 2021 or upon the termination of Comprehensive Distance Learning instruction by Seaside School District, whichever occurs first.

Signature:  Date: 10/20/20
Chuck Albright, SEA President
Seaside Education Association

Signature:  Date: 10/20/20
Susan Penrod, Superintendent
Seaside School District

Signature:  Date: 10/20/20
Mark Truax, School Board Chair
Seaside School District