

**Memorandum of Understanding
Between Granger School District and the Granger Education Association
Secondary Hybrid Instruction**

The following agreements are applicable only during the extraordinary circumstances of the COVID-19 pandemic and only during hybrid instruction when there is no in-person instruction on Wednesdays. These agreements will expire with the expiration of the 2020-2021 school year or at such earlier time that the District is able to move to a different instructional model.

1. Supervision of Students Before and After School / Preparation Time:

To mitigate the loss of daily planning time during hybrid instruction, staff who do not receive a full planning period and/or have students in their classroom prior to the beginning of school because they are providing in-person hybrid instruction will receive a two (2) hour block of time on Wednesdays for additional planning. If teachers do not receive this extra plan time because regular classes are held on a Wednesday, members will receive an additional sixty (60) minutes of plan time the following week. Employees who did not receive this extra plan time on February 10, 2021 will receive one hour of additional plan time on Wednesday, February 17, 2021.

In addition, the CBA states: “The thirty (30) minutes before students arrive and the thirty (30) minutes after students depart is not to be computed as a part of the plan time defined above, but is to be used by certificated employees as additional time for giving students extra assistance, conferences, consultations, faculty meetings, supervision and similar professional purposes.”

During hybrid instruction, if students arrive in the morning during this 30-minute time period, schools will continue to supervise them in the gymnasium or in another location in order facilitate teacher planning in the morning, provided they can do so safely and in compliance with public health guidelines. Students may be released 7:45 am and 11:45 am for K-8 (or five minutes before start of instruction at the high school) to allow them to travel to the classroom.

2. Deep cleaning. During hybrid instruction when there is a schedule without student in-person attendance on Wednesdays, the District will continue to ensure that deep cleaning of schools occurs between the end of the school day on Tuesdays and the beginning of the school day on Thursdays. This understanding has been confirmed with the District’s supervisory personnel for custodial employees.

3. In-person / remote teaching.

The District will take all reasonably available steps to avoid any teacher being required to provide instruction concurrently to online and in-person students. These steps include (in order of priority):

1. Teachers may rebalance classes to achieve a schedule with no concurrent instruction.
2. Remote Instruction
 - A. Staff providing asynchronous instruction instead of concurrent instruction to students assigned to their classroom, with remote student instruction provided on Wednesdays.

- B. For hands-on classes (welding, construction, culinary arts, band, labs, etc.), remote students can be served through asynchronous instruction with in-person classes offered on Wednesdays.
- 3. Students may be provided instruction through APEX when appropriate.
- 4. Seeking to hire additional staff to provide online instruction.

It is understood that concurrent instruction may be more necessary in Advisory and special education classes, per OSPI guidelines.

Advisory classes may or may not be taught concurrently. It will be up to the discretion of the grade level advisory teachers to adjust rosters for live only and remote only advisory classes.

If concurrent instruction is required by the District in any non-special education or non-advisory classroom after exploring the above options, the teacher shall receive pay for one (1) hour total at their per diem rate each week for additional planning related to concurrent instruction, for up to three (3) class periods of concurrent teaching. If any teacher is required to teach over three (3) class periods of concurrent instruction they shall receive pay for one (1) additional planning period per week. This shall include temporary remote students, but only if the student's educational services cannot be provided under one of the options above and the teacher is required by the District to provide concurrent instruction to the student.

These remedies do not apply to staff who choose to provide concurrent instruction instead of accessing one of the four options above.

4. Inclement weather / snow days. In order to avoid extension of the school calendar into the summer, if schools are closed due to inclement weather, staff who are currently teaching in person should have a plan to provide remote instruction for their classroom, from home or onsite. This means bringing devices, etc. home as may be necessary to deliver instruction from home. Schools will remain open during snow closures to the extent feasible so that staff who are able to and desire to work from buildings will be able to do so.

5. Cohorting of Students

The District will avoid mixing cohorts and will follow all Yakima Health District guidelines if required to do so. Employees who believe a practice of mixing cohorts violates safety and health regulations should bring their concern to their immediate supervisor. The District will not discriminate or retaliate against an employee who files such a complaint in good faith.

For the Association:

For the District:



Date: 2/22/21

Date: _____