

MEMORANDUM OF UNDERSTANDING COVID IMPACT ISSUES

A. INTRODUCTION

The Board of Education ("BOARD") of Northfield Township High School District No. 225, (the "District") and the Glenbrook Education Association IEA-NEA (GEA) are currently parties to a Negotiated Agreement covering the period 2018-2023 (the "Negotiated Agreement"). Beginning in March 2020, the Governor issued a series of Disaster Proclamations. The first involved closing schools to in-person instruction through the end of the 2019-2020 school year. Subsequently, the Governor and the Illinois State Board of Education authorized school districts to reopen for the 2021-2022 school year and develop plans to guide the reopening process.

B. PROCESS

On several dates in 2021, representatives of the BOARD and the GEA met to negotiate the impact the Plan would have on the terms of their Negotiated Agreement, as well as other relevant terms and conditions of employment. This Memorandum memorializes the agreement reached by the parties relative to COVID testing and remote instruction.

C. AGREEMENTS

1. The terms of this Memorandum will be in effect for the 2021-22 school year unless otherwise modified by the BOARD and GEA.

2. Documentation and information relating to an individual employee's COVID-19 vaccination status is considered confidential medical information. The school district will keep any information in its possession confidential and will only disclose an individual's status if ordered to do so by gubernatorial or public health department order, or other state/federal law.

3. COVID TESTING

Any teacher who tests positive for COVID-19 by the District or a licensed medical physician (as defined below) will be placed on paid administrative leave for the period of quarantine, not to exceed ten (10) total workdays. This grant of paid administrative leave will not exceed a total of ten (10) workdays during the 2021-2022 school year and is only available for the circumstances noted. Any need for further absence beyond the total of 10 days will be covered by the teacher's unused accumulated sick leave, if any. Otherwise, the teacher will be placed upon unpaid leave for required quarantine beyond the ten total days.

The 10 days of paid administrative leave noted above will be available to teachers in any of the following categories:

- a. Teacher fully vaccinated; or

- b. Teachers unable to be vaccinated due to religious or medical reasons.

Any teacher who is awaiting COVID-19 test results from the District program or a licensed medical physician will be placed on paid administrative leave for a period of quarantine, not to exceed four (4) workdays. This grant of paid administrative leave will not exceed a total of four (4) workdays during the 2021-2022 school year and is only available for the circumstances noted. Any need for further absence beyond the total of 4 days will be covered by the teacher's unused accumulated sick leave, if any. Otherwise, the teacher will be placed upon unpaid leave for required quarantine beyond the 4 total days.

The 4 days of paid administrative leave noted above will be available to teachers in any of the following categories:

- a. Teacher fully vaccinated; or
- b. Teachers unable to be vaccinated due to religious or medical reasons.

4. **REMOTE INSTRUCTION**

Remote instruction will be available for those students required to quarantine under the requirements of the relevant governmental authority. During this period of remote instruction during mandated student quarantine, the primary focus and attention of the teacher is to be on those students physically present in the classroom for in-person instruction. Parents and students approved for remote instruction will be provided with requirements for participation in the remote instruction program.

Teachers will be provided sufficient technology resources to support a remote learning environment, including equipment such as an external monitor and streaming devices (e.g., Owl).

The teacher will determine the livestreaming requirements of a class in accordance with the instructional needs of the lesson. A teacher may decide that some recorded content benefits instruction and offer those supplemental resources to students participating in the remote instruction program.

A teacher who is awaiting COVID-19 test results or who tests positive with COVID-19, may be allowed to teach remotely when an absence will exceed a single day. If the teacher is able, and the District approves, the following will apply:

- An Instructional Assistant will be assigned to the classroom to monitor the class and setup any necessary technology hardware.
- The teacher will stream into the classroom from home for the entire class period.

- The teacher will be accessible during all other times during the workday; and
- The days in which a teacher instructs remotely will not be charged against the COVID-19 leave allocations accessible to the teacher.

If student experiences technical challenges during remote learning, the student will be directed to contact the Glenbrook Help Desk at (847) 486-4555.

5. Unless modified by this Memorandum, all terms and conditions of the parties' Negotiated Agreement will remain in full force and effect unless otherwise modified by the parties or until a successor agreement is negotiated.

BOARD OF EDUCATION OF
GLENBROOK HIGH SCHOOL DISTRICT
NO. 225

By: Bruce P. [Signature]

Dated: 9/3/21

GLENBROOK EDUCATION
ASSOCIATION

By: [Signature]

Dated: 9/03/2021