



2020-2021

Provisions for an Extraordinary School Year

Provisions related to Leaves

*increased number of days that are permitted from the Personal Leave Bank (12 to 20)

*Suspended Personal Leave Bonus

*Clarified additional COVID-related leave provided by law

*Clarified use of Workers' Compensation for COVID-related illness

Assignments to VVLA, KCRA, or other alternatives

*Jobs that are created by students wanting to go full distance learning (and possibly other alternative job placements) will be filled in this order:

-Through the Interactive Process (ADA law) if appropriate

-Voluntary Transfer, with priority given to those that have non-ADA family needs

Anyone placed in an alternative placement for this year will be put back to their original job prior to any displacement or job rearranging for 21-22.

Evaluations

*All permanent status unit members will have their evaluation postponed, with the exception of anyone who had a “1-does not meet standard” on their last evaluation (and only if the admin wants to do it)

*Evaluations will start October 1, 2020.

*Decreased objectives from 4 maximum to 2 maximum.

*SPED won't be evaluated on timeliness of assessments, IEPs, and reports.

Meeting Hours and Adjunct Duties

*SPED classroom teachers, nurses and librarians won't be assigned adjunct duties this year

*Limit of 5 hours (lowered from 9) of adjunct duties.

*Staff Meetings can be attended virtually.

*Staff Meetings hours decreased to 15 hours total (from 24) for the year and decreased to 1 meeting per month (from 3) (outside of duty day time)

Calendar/Workday Changes (Highlights)

- *2 extra workdays (with per diem pay) for PD (all unit members)
- *First Day of Instruction is August 17 (Monday)
- *No School Holidays on 10/12/20 and 4/2/21 (maintains 180 day school year)
- *No scheduled Back to School Night; teachers can opt to do a live session for parents, but are not required to. Asynchronous information piece may be required.
- *No Wednesday Collaboration before report cards are due (all levels)
- *No scheduled secondary (7-12) parent conference times; meet as needed

Elementary PTCs

Fall: 4 workdays (11/12, 11/13, 11/19, 11/20)

-30 minutes of live class check-in per day

-6 hours of work/conference time per day

-try to meet with all parents

Spring: 2 workdays (3/11, 3/12)

-only meet with those that are needed

-same Phase 1 provision as above

-if in Phase 2/3/Transition to 4: Needs to be discussed with the district

Phase 1 (all unit members)

- *not required to report to your worksite; safety provisions in place if you choose to
- *all teachers have 8:30am-3:30pm (including a 30-minute lunch) duty day; others work with supervisors
- *All unit members have at least 90 minutes of prep DAILY
- *Site Admin need access to your LMS and Zoom Meetings
- *District responsible for distributing materials to students (members will need to organize/print if needed)

Phase 1 (all unit members)

- *Not required to give parents personal phone numbers and emails
- *District supplies equipment, software, etc. as needed; will help troubleshoot internet issues (from home)
- *Wednesdays: 2:00pm-3:30pm is Collaboration Time
- *Any movement from Phase 1: confer with VTA and bargain how the transition will affect unit members

Phase 1 (7-12 teachers, except Kimme)

- *Quasimester system; full time teachers continue to teach 5 classes in a semester
- *RSP has one prep period per quasimester (and can flex prep and case management prep as needed)
- *Must use Google Classroom and SchoolLoop
- *45 minutes of live instruction per period required
- *additional daily instructional minutes can be met through asynchronous learning and small group instruction as needed.
- prep minutes met by period prep with some office hours offered to students in the afternoon **OR** prep minutes met by afternoon time

Three Types of “Learning” (Secondary)

Synchronous Learning is defined as live video and/or telephonic large group core instruction, engagement and/or peer-to-peer learning. Large group core instruction may be recorded for students and families to access instruction based on family and student need.

Targeted Learning Support is defined as live video and/or telephonic small group instruction, individual student check-ins, drop-in help time and/or individual/small group intervention.

Asynchronous Learning is defined as any instruction that is not live, including regular assignments, but not including recorded group instruction. Unit members are highly encouraged to collaborate and share resources for Asynchronous Learning.

7-12 Student Daily **Minimum** Instructional Minutes

Synchronous

Targeted Learning

Asynchronous

TOTAL

7-12 (except KCAIL) Mon/Tues/Thurs/Fri	135 (45 per class period)	Up to 45 (up to 15 per class period)	105 less B (divide by 3 for per class period)	240
7-12 (except KCAIL) Wednesday	135 (45 per class period)	0 (0 per class period)	105 (35 per class period)	240

KCAIL is Kimme (both independent study and Country High programs). Still in discussion with District.

7-12 Example Teacher Schedule (M,T,Th,F)

Full time teacher with 3rd period prep			
Quasimester 1		Quasimester 2	
Period 1	8:30-10:00	45 minute live session	possible small group live intervention
	10 min break		
Period 3	10:10-11:40	90 minutes of prep	
	10 min break		
Period 5	11:50-1:20	45 minute live session	possible small group live intervention
	30 minute lunch		
	1:50-3:30	flextime sessions	
Period 2	8:30-10:00	45 minute live session	possible small group live intervention
	10 min break		
Period 4	10:10-11:40	45 minute live session	possible small group live intervention
	10 min break		
Period 6	11:50-1:20	45 minute live session	possible small group live intervention
	30 minute lunch		
	1:50-3:30	90 minutes of prep	

To get 90 minutes of daily prep on Wednesdays (because the afternoon is collaborative time), the teacher will need to block off time within each period to achieve 90 minutes of prep.

Elementary LMS Platforms

Teachers shall use the District LMS platform(s):

Grades TK-6: Google Classroom

Teachers for grades TK-3 may use Seesaw instead of Google Classroom as long as all the teachers at one site at a particular grade level agree to use the same platform.

Three Types of “Learning” (Elementary)

Synchronous Learning is defined as live video and/or telephonic large group core instruction, engagement and/or peer-to-peer learning. Large group core instruction may be recorded for students and families to access instruction based on family and student need.

Targeted Learning Support is defined as live video and/or telephonic small group instruction, individual student check-ins, drop-in help time and/or individual/small group intervention.

Asynchronous Learning is defined as any instruction that is not live, including regular assignments, but not including recorded group instruction. Unit members are highly encouraged to collaborate and share resources for Asynchronous Learning. **Elementary Music Teachers and Elementary Physical Education Teachers shall provide asynchronous learning resources and lessons for TK-6. The District shall provide asynchronous learning resources and lessons for Science, Art and Social Studies for TK-6. Classroom teachers shall be responsible for delivery and assessment of these lessons.**

TK-6 Minimum Student Daily Instructional Minutes

Student Daily Minimum Instructional Minutes:

Grade Level	Synchronous Learning A	Targeted Learning Support B	Asynchronous Learning C	Total A+B+C
TK-K <input type="checkbox"/>	45-60	Up to 60	135-120 less B	180
1-2	80	Up to 60	150 less B	230
3-4	100	Up to 40	140 less B	240
5-6	120	Up to 40	120 less B	240

Elementary Example **Simple** Schedule

8:30-9:00	SEL, Daily Bulletin, etc.
9:00-10:30	ELA/Math Synchronous Learning
10:30-12:00	Targeted Learning Support
Lunch	
12:30-2:00	Prep
2:00-3:30	Office Hours, Targeted Learning Support

Your site will need to develop a schedule to accommodate all the programs (SPED, RTI, etc.) you have on your campus.

We hope that we have given you and your grade level/site enough flexibility to maintain the minimum minutes in the chart (previous slide) and have you tailor your instruction to your students' needs.

Some Draft Samples from ESC (screenshots taken by permission)

1st - 3rd grade

Time	Monday	T
15 minutes (whole school- not a teacher responsibility)	Video Morning Announcements	V A
20 minutes	Live Class Meeting (Calendar & SEL)	L (
60 minutes 40 minutes Synchronous 20 minutes Targeted	ELA Block <ul style="list-style-type: none"> 15 min. Video Lesson & 25 min. Guided Work 20 minute Live Small Group-targeted support 	E
50 minutes 30 minutes Synchronous 20 minutes Targeted	Math Block <ul style="list-style-type: none"> 15 min. Video Lesson & 15 min. Guided Work 20 minute Live Small Group-targeted support 	M
20 minutes	Additional Targeted Learning	
90 min. Prep/Office Hours	Creating lessons, updating attendance/participation	

4th - 6th grade

Time	Monday	T
15 minutes (whole school- not a teacher responsibility)	Video Morning Announcements	V A
30 minutes	Live Class Meeting (Calendar & SEL)	L (
60 minutes 40 minutes Synchronous 20 minutes Targeted	ELA Block <ul style="list-style-type: none"> 20 min Video Lesson & 20 min Guided Work 20 minute Live small group direct instruction 	E
60 minutes 40 minutes Synchronous 20 minutes Targeted	Math Block <ul style="list-style-type: none"> 20 min Video Lesson & 20 min Guided Work 20 minute Live small group direct instruction 	M
10 minutes	Live Read Aloud	
90 min. Prep/Office Hours	Creating lessons, updating attendance/participation	



Caveat: We may not have all the answers to your site-specific questions. As issues arise, VTA leaders will be available to help you.