

MEMORANDUM OF UNDERSTANDING
Between the
Pickerington Local Board of Education
and the
Pickerington Education Association

This Memorandum of Understanding ("MOU") is entered on September 15, 2020, by the Pickerington Local Board of Education (hereinafter referred to as "the Board") and the Pickerington Education Association (hereinafter referred to as "the Association" or "PEA").

WHEREAS, the Board and PEA are parties to a Master Agreement that is effective June 30, 2018 through June 30, 2021; and

WHEREAS, the Board and PEA wish to enter into this MOU to address the work day, class size, substitute compensation, and evaluation procedures for Association members.

NOW, THEREFORE, the Board and the PEA hereby agree as follows:

1. Unit members shall be compensated in accordance with the PEA Master Agreement.
2. Association members' workday will remain the same for the 2020-2021 school year as the previous school year and Association members will be available remotely to students and district personnel during these hours:
 - a. Elementary – 8:15 am - 4:15 pm
 - b. Middle School – 7:40 am - 3:40 pm
 - c. Junior High – 7:00 am - 3:00 pm
 - d. High School – 7:00 am – 3:00 pm
3. Virtual Learning Academy ("VLA") positions for the 2020-21 school year are one-year positions. Unit members assigned to VLA positions will return to their most recently assigned position prior to being assigned to the VLA.
4. VLA Class sizes adhere to the class size requirements outlined in Article 41 of the Master Agreement.
5. If the District is operating in a hybrid learning model for any scheduled parent teacher conference date, parent teacher conferences can be completed via phone or video conference.
6. All observations and/or walk-throughs will take place in-person for unit members with the exception of anyone who is assigned to teach 100% remotely. Any unit member approved by Human Resources to work 100% remotely can be evaluated virtually without the use of a recording device.

7. If the District moves to a completely remote learning model for students where teachers are offering instruction remotely, observations and/or walkthroughs for teachers can be conducted virtually without the use of a recording device except where teachers are providing instruction virtually or in-person within the school building, observations and/or walkthroughs will be conducted in person by their evaluator.
8. Any Association member, assigned to the VLA, directed to substitute teach, will complete substitute teaching duties during their assigned structured professional time and will be paid at \$20 per Article 30 B(7) of the Master Agreement.
9. The Scheduling Committee will begin work no later than February 15, 2021. The committee shall present its findings to both the PEA and the Board of Education no later than May 24, 2021.
10. The parties agree the terms of this MOU are not intended to create a case precedent or form the basis of a past practice between or among the parties.

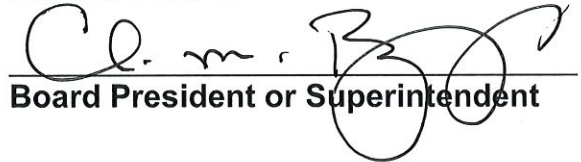
The parties agree that this agreement expires on June 30, 2021.

For the PEA



Heather Tinsley, PEA President

For the BOARD



Board President or Superintendent