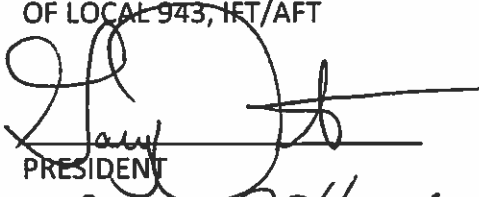



**Memorandum of Understanding  
Between the Board of Education for Hoover-Schrum Memorial School District 157 and  
Hoover-Schrum Council of Local 943, IFT/AFT**

This Memorandum of Understanding serves as an agreement between both parties that for the duration of current status and structure of the school district due to COVID 19 we (both parties) will abide by the following expectations:

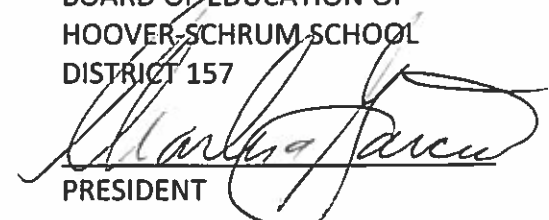
- Teachers' workday will remain at its current agreed upon time, 7:50-2:50. Instructional time for all teachers will start at 8:00 am and end at 1:30 pm. Teachers' lunch and plan period will be moved to the end of the school day, starting at 1:40 pm. At 1:40 pm teachers can choose to take their lunch and plan at that time and leave the building for the day.
- Paraprofessionals' workday will be 7:30 am to 3:30 pm. Paraprofessionals will be given the option to take their lunch at the end of the day and leave at 2:30 pm.
- At the end of the state of emergency for COVID 19 and after all students return to school, all teachers will return to their approved Board teaching assignments.
- Any meetings required by law (i.e. Individual Education Plan, or 504 Plans), will be scheduled within a modified school day when feasible. Any meetings scheduled after 1:30 pm will require members to be compensated at the extra-duty rate as stated in the CBA.
  - Duty free lunch accommodations of 40 minutes must be agreed upon prior to scheduling any such meetings after 1:30 p.m.
- The district will provide members with gloves, face masks, face shields, sanitizing spray, sanitizing spritzers, and sanitizing wipes to provide protection from infection.
- No Union member will be required to monitor students who arrive to school with fever over 100.4 or similar COVID related symptoms in the 'holding room'.
- Teacher evaluation process will not include the Type I and Type III provision for determining the evaluation rating for the FY20/21 school year. Teacher professional practice will be the only metric used for FY 20/21 school year.

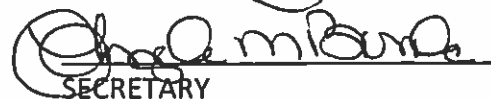
HOOVER-SCHRUM COUNCIL  
OF LOCAL 943, IFT/AFT

  
PRESIDENT

  
SECRETARY

BOARD OF EDUCATION OF  
HOOVER-SCHRUM SCHOOL  
DISTRICT 157

  
PRESIDENT

  
SECRETARY