

MEMORANDUM OF AGREEMENT BETWEEN  
USD 434 OF EDUCATION  
AND  
Santa Fe Trail NEA

The USD434 Board of Education (the “Board”) and the Santa Fe Trail NEA (the “Association”) hereby enter into the following Memorandum of Agreement regarding distance learning due to school closures related to COVID-19:

1. The continuous learning plan will be put into place for the remainder of the 2019-2020 school year. We intend to follow KSDE guidelines for meeting the requirements of the waiver within the adopted district calendar.
2. A Labor Management Committee will be formed to address issues related to this agreement as the need arises. Association representatives will form this group along with district administration.
3. A 48-hour notice for meetings shall be given to bargaining unit members regarding reporting back for work.
4. In the event a bargaining unit member requires absence from work responsibilities, the bargaining unit member shall report such absences through normal means and communicate with administrator.
5. Evaluation deadlines from March 16, 2020 and beyond are flexible, but evaluations are expected to be completed by May 20, 2020.
6. Bargaining unit members shall be compensated their full salaries in accordance with the provisions of the collective bargaining agreement between the Board and Association, contingent on meeting KSDE waiver requirements.
7. Bargaining unit members who coach or supervise extra-curricular activities shall be paid their full supplemental in accordance with the collective bargaining agreement between the Board and the Association.
8. This Agreement is contingent upon the Kansas State Department of Education granting a waiver to the Board, and teachers shall be required to perform the duties detailed above until such waiver is approved by the KSDE.
9. All provisions of the collective bargaining agreements between the Board and the Association shall remain in effect to the extent such provisions have been durationally modified by this agreement.
10. If staff members are directed by a health professional or agency to be quarantined for 14 days, either because of close contact with a person who has a lab-confirmed case of COVID-19 or because they have tested positive for COVID-19; leave will be treated as paid administrative leave and will not count against leave.
11. This Agreement shall expire upon completion of the 2019-20 school year.
12. This Memorandum of Agreement shall not be used as a precedent or cited as practice by either the Board or the Association in any precedent whatsoever except to enforce the terms of this Memorandum of Agreement.

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For the Local Board of Education

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For the LOCAL Education Association

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Date

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Date