

MEMORANDUM OF UNDERSTANDING  
between the Board of Education of United School District 500, Kansas City, Kansas, Wyandotte  
County  
and  
The National Education Association - Kansas City, Kansas, Inc.

Classroom Coverage

This Memorandum of Understanding (hereinafter "MOU") modifies certain provisions of the Negotiated Agreement governing the 2020-2021 school year and is made by mutual consent of the Board and Association under the requirements of and directives of the Professional Negotiations Act (K.S.A. 72-2218 *et seq.*).

This MOU shall retroactively take effect as of September 1, 2020 and shall only be in effect during the time period that students are receiving educational services through remote learning and will cease on the date that students return to the school buildings for in person educational services, but in no event shall continue beyond June 30, 2021 unless extended in writing by the parties.

The purpose of this MOU is to address issues of classroom coverage during the period that students remain in a virtual learning environment due to the COVID-19 pandemic. The parties hereby agree to the following temporary modifications and additions to the terms of the Negotiated Agreement affecting issues of virtual classroom coverage to include increased workload and compensation for increased workload:

Due to the unique circumstances afforded by the virtual learning environment, teachers may be assigned to cover additional classes (or portions of classes) above the regular workload where there is a staffing issue.

**Voluntary**

Teachers selected to provide coverage for extra classrooms will be on a voluntary basis. No teacher will be assigned additional classes (or portions of classes) without first volunteering. Administrators will not assign a teacher additional sections or classes without their consent. Teachers will not be required to teach a subject they are not currently teaching to avoid adding any additional preparation.

**Class Size**

Teachers volunteering to teach additional classes (or portions of classes) will be held to a thirty (30) student limit per additional class (or portion of class). This number may include students enrolled at a building different from the teacher's home school. As the class size increases the level of support in the building shall also increase.

### **Support**

When teachers are assigned an extra class (or portion of a class) due to staffing issues, the building leadership team will have a plan of action to assist/support these teachers. Assistance/support will include, but not be limited to: assistance with family/student contacts, assistance in classroom for facilitations of lesson and support with classroom management, grades/progress reports/documentation of learning, monitoring, supporting students learning and behavior and other supports identified by the teacher or administration.

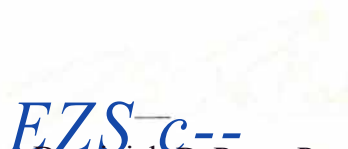
### **Compensation**

Teachers who volunteer and are selected to cover an additional class (or portion of a class) will receive additional compensation at the rate provided for in Article IV(B)(2)(d) & Article XJ(A)(14) (hourly at the individual teacher's daily salary rate) for the period of student instruction (both synchronous and asynchronous). In addition, teachers will be compensated for additional planning time, based on the following scale (hourly at the individual teacher's daily salary rate):

Classes or Portions of Classes	Hours per week of additional paid planning time (# of students)
10-19	0.5
20-29	1.0
30-39	1.5
40-49	2.0
50-59	2.5
60	3.0

### **Duration of Agreement**

Teachers taking on additional classes will cease on the date students return to the school buildings for in person educational services.

  
Dominick DeRosa, President NEA-KCK

  
Randy Lopez, President KCKPS BOE