

**A MEMORANDUM OF UNDERSTANDING
BETWEEN EUGENE EDUCATION ASSOCIATION (EEA) AND
THE BETHEL SCHOOL DISTRICT #52 (DISTRICT)
2020 – 21 SCHOOL YEAR
February 21, 2021**

HYBRID LEARNING GENERAL CONDITIONS:

The EEA Article VI, Preparation Time, will be amended as follows for licensed staff members providing instruction during hybrid learning for the 2020-21 SY:

Each full-time elementary, middle and high school unit member will be assigned a minimum of four hundred and eighty (480) minutes of individual protected preparation time per regular five-day student week. No portion shall be smaller than twenty (20) continuous minutes.

The District will provide a minimum of one hundred and twenty (120) minutes of collaboration time on a weekly basis for members whose primary responsibility is direct instruction of students to engage in common preparation activities such as collaborative planning, team meetings, collaboration with specialists etc.

Quarantine & Personal Leave Bank:

The district shall maintain a personal leave bank for bargaining unit members. The purpose of the personal leave bank shall be to extend additional paid personal days to be used in the event of quarantine if a member's personal leave had been previously exhausted. Donations to the personal leave bank shall be district wide and any unused personal leave remaining at the end of the 20-21 SY shall be evenly returned to any member that donated to the bank. For every two (2) days donated by employees the district will contribute one (1) day.

For EEA:

For the District

Curt Nordling, EEA Vice President Date

Remie Calalang, HR Director Date