

K-1 In-Person Work Expectations Summary

Instructional Model – Part I-II

Instructional day for K-1

- K-1 day will be 4 days in-person, remote on Wednesday.
- Staff can work at home during remote instructional times.
- K-1 in-person will have 75 minutes planning/in-person days. 3 hours of planning on Wednesday is maintained.
- Specialists will remain remote and teach asynchronously.

Transition

- 5 days preparation time for all K-1, SN, and EL teachers. No development or delivery of synchronous/asynchronous lessons by teachers. Students will be remote during this time.
- Library, PE, music specialists will continue with their asynchronous lessons during the 5 days of preparation.

Support for K-1 in-person

- Safety is a priority for the District, and they are mandated by OSPI, DOH, and L& to operate a school during COVID.
- The District agrees to provide additional supports to classroom teachers to ensure that schools meets the expanded supervision and the instructional needs in schools during COVID.

Staffing – Part III-VI

Leaves

- In order to ensure that sick people don't come to the worksite, access to COVID-related leaves and protection of sick leave have been expanded.
- Access to EAP program expanded.

Substitutes

- To encourage and attract more subs, the District agrees to improve compensation structure for subs.
- To ensure the safest and most effective school environment possible, the District agrees to provide paid training for subs.

Job Assignments

- District agrees to accommodate staff who live with individuals in an increased risk category, in addition to accommodating staff according to Gov. proclamation (aged 65+, those at increased risk, those who might be at increased risk, as defined by CDC). Accommodations could include remote work assignment to increased and specialized PPE to limiting number of people
- Transfers will be limited by grade band/level and by frequency and incentivized as much as possible to avoid involuntary transfers as much as possible.

Meetings

- To ensure safety remains a priority, staff meetings will be held remotely, and staff can elect to attend small group meetings remotely (or in-person if held in accordance with safety guidelines).

Health and safety considerations – Part VII-VIII

EVERYONE, including staff, students, and visitors, on campus must abide by the district safety plan and COVID site supervisors must ensure that the safety plan is being followed with fidelity. The District must meet health and safety mandates from OSPI/DOH/L&I.