**AGREEMENT BETWEEN**

**Independent School District**

**196 Rosemount, Minnesota (ISD 196)**

**And**

**Dakota County United Educators**

**Local #2006, Education Minnesota AFT, NEA, AFL-CIO (DCUE)**

**Instruction**

1. **Work from Home**

In the event teachers could conduct meetings, such as PLCs remotely or work on tasks that do not require them to be in the building, they may request permission from their building administrator to work remotely. Teachers must be present at school when their students are in attendance or their presence is required for meetings and/or professional learning activities.

1. **Transition between in-person instruction, hybrid instruction, and distance learning**

Recognizing that the multiple delivery plans/instructional models outlined in EO 20-82 and the Safe Learning Plan may be either “dialed forwards or backwards” at any time during the school year, it is agreed that the Pandemic Planning Team will determine transition protocols.

1. **Employee privacy:**

Teachers concerned with personal privacy are encouraged to use \*67, acquire a Google phone number or make phone calls from school.

1. **Staff Development**

The Teaching and Learning Department will provide:

* + Professional development opportunities for all educators to support online and distance learning instruction, including training on online platforms, online instructional delivery, and trouble-shooting technology.
  + A system of peer coaching that identifies educators willing to support colleagues with specific questions on online and distance learning instruction.
  + Supports and resources for both synchronous and asynchronous instruction.

1. **Office Hours**

Educators shall provide students with weekly office hours within the duty day where they are available during non-instructional time to provide student support, feedback, and clarification and may be conducted via phone, email, or online platforms. Employees shall establish times of the day when students and families should expect responses to inquiries.

1. **Counselors**

Counselors may provide virtual or telephone appointments to students for social, emotional and academic counseling, monitoring, and guidance. These appointments or conversations may be conducted via email, telephone, or other virtual tools, as appropriate, so long as the privacy of employees, students, and/or families can be guaranteed.

**Sample Schedules for all levels for Hybrid and Distance Learning Models to be added soon!**