

Q: Is the 40 minutes of synchronous teaching for each day total? or is it 40 minutes for my A group and 40 minutes for my group B?

The 40 minutes/day of synch teaching is for all your students, so you can do it with your 2 groups or in one big group - up to you.

Q: Does the \$5 for extra students take the place of our current 1/7 pay we currently have?

The 5/student is on top of the 1/7th.

Q: The first one is in regard to the lava schedule at the end of the MOU, is it correct that it says Monday through Saturday? Teachers are working six days?

The Saturday option is ONLY for the **supplemental LAVA teaching positions** (the teachers who get the job to take 7 kids for 1/7th pay; described at the bottom of the MOU). And for those teachers, it is an OPTION - if they want to meet with their students on Saturday and the family agrees, then they can do that. They certainly don't have to meet on Saturdays, but they must meet with their 7 students OUTSIDE of the contracted school day Monday-Friday.

Again, it is an OPTION and is ONLY for the supplemental positions.

Regular LAVA teachers will NOT be teaching on Saturday. They **DO NOT** have the option to do it either.

Q: My second question is regard to the first portion about the short term independent study. Am I reading it correctly that no matter the option of presentation work to the student, the homeroom teacher must except the work, but who is grading it? It makes it seem like I have to accept work that somebody else presents but I have no idea what that work is and no control over it so I don't really know if it's done or not. Personally, all of my students have been told that if they are out for any reason all of my work is in Google class anyway so they just have to do the work that's there, would that no longer be allowed?

You can continue to do it the way you do, and if it is covid-related, you will get 35/IS. Or you can completely stay out of it and let the office handle it.

Q: Do we enter the covid-related IS into Kronos for the 35/hour?

Yes

Q: In the MOU it mentions about compensation of 100.00 a week for having 2 or more teachers in a classroom, can we add that compensation starting at the beginning of the year? That would be fair to compensate for the beginning of the year, too.

It is no more than 2 adults in a room, with the goal being all teachers have their own classroom. That compensation is to ensure that everyone gets their own classroom going forward, and it cannot be retroactive.

Q: Does this MOU take away the aid we are supposed to have when you reach your 29?

There are no paras to be had so this is in lieu of having an aide. The team got you money.

Q: How did they come up with \$450? It should be on a per kid basis to be equitable to those of us with consistently high numbers. I'm still at 43 kids on day 59 and I was over 50 for weeks. They should pay more for going over the cap. For just \$5 a day they will keep us at the max. Why wouldn't they? That's way cheaper than hiring an aide or another teacher.

The team worked very hard to get you \$450/month; the district didn't originally didn't want to give you anything. We wanted you to have compensation, and it is based on the fact you should have had a para on the 10th day after school started. There are no paras to hire; Kym figured out that a para who received 15/hour and works for 3 hours gets 45/day. We multiplied that by 30 days and that's where the amount came from.

The district had no intention of paying you 5/kid. It's not in the contract. What is in the contract is that you would get a para, and since there are none, we got you money instead.

Q: another concern I have is the language written in bullet points 1 and 2 of Supplementary Positions. I have witnessed the district switch caseloads on RSP so they cannot EARN (NOT AWARD) their extra pay for student overages. I believe this is written to help teachers keep the same levels but I see a loop hole for the district to not pay. For example, teachers could receive multiple levels of up to 7 students and not get paid because the language says same level. I hope this makes sense as again, I do believe the intentions are to protect the teacher so they DO NOT have to teach a 2nd grader and a 5th grader.

There is no loophole. The language says up to 7 kids, all the same grade level, and we'll be watching.

Q: I just wanted to clarify with the over flow of students part. The pay is the same if you have 1 student or 7 students correct? I am also aware that I would prepare for 7 but just wanted to make sure I was reading that correctly.

Yes, a supplemental teacher will get 1/7th no matter how many students they have on their caseload (which is no more than 7).