

**ADDENDUM TO MEMORANDUM OF AGREEMENT BETWEEN THE**  
**SHARON BOARD OF EDUCATION and the**  
**SHARON FACULTY ASSOCIATION**

The Sharon Board of Education (the Board) and the Sharon Faculty Association (the Association) agree to the terms in this Addendum to the Memorandum of Agreement (MOA) for the 2020-2021 school year due to COVID-19 and the change in working conditions. This MOA amendment addresses Item #14 in the MOA and has added items “k”- “n” as follows:

14. Live streaming from classrooms or teacher homes to students participating remotely, while others are learning in-person simultaneously, will be used to implement distance learning (when in green zone) as directed by the Board, subject to then following:

- a. Live streaming is only to be used during the COVID-19 health crisis.
- b. Teachers will live stream lessons using their professional discretion and in consultation with their administrator(s).
- c. The teacher will not be responsible for any claims of privacy violations (including FERPA) directly attributable to live streaming (as opposed to teacher actions).
- d. The Board will inform parents/guardians and students that they are not permitted to record live-streamed lessons except when such recordings are a necessary accommodation in accordance with IDEA and Section 504 and implemented in consultation with the affected teacher.
- e. Live Streaming shall not be used to reduce the number of classes offered/course offerings
- f. Any concerns regarding the performance of a bargaining unit member relative to live-streaming, shall be covered by the Just Cause provision of each CBA.
- g. IT issues that go beyond established expectations for a teacher will not be the teacher’s responsibility, but will be directed to the district’s IT personnel.
- h. Any teacher who engages in teaching via webcam will not be expected to be in camera view for the entire length of the class.
- i. Administrators will communicate with parents to advise them that there should be no public comment about teaching practices (ie. on social media). Any concerns about instruction should be shared with the school principal.
- j. Teachers and administrators will engage in a discussion regarding planning support required for students who are livestreaming no later than October 5, 2020.
- k. The formula for additional compensated prep/planning/feedback time will range from 1-3 hours per week and will be agreed to by the Principal/Administrator in collaboration with the Local Faculty Association President for each teacher teaching remote learners. Consideration will be given based on the number of remote learners, the number of virtual classes/subjects taught and the teacher’s scheduled amount of preparation time.
  - i. No teacher will receive 3 hours of additional compensation unless they have a minimum of 6 distance learners and no additional planning time beyond what is allotted in the CBA.

- I. Teachers will be paid in accordance with the hourly curriculum rate stated in the CBA.

School	2020-2021 Curriculum Rate (\$/hr)
Cornwall	\$37
Kellogg	\$36.75
Kent	\$37
North Canaan	\$38
Region One	\$37
Salisbury	\$35
Sharon	\$36

- m. Compensation included in section 14.k will be in effect when schools are in the green zone and will be retroactive from September 21, 2020.
- i. Payment from September 21 until the Board of education approval of this amendment will be based on the number of registered distance learners.
- n. Students in grades Pre-K-8 who are ill may become distance learners while they are at home as soon as their classroom teacher's classroom is prepared to receive them, but no later than two school days after the request for distance learning has been made by the parent. Each student who is absent will be managed by the classroom teacher and the Principal on a case by case basis.

As is true for the MOA:

39. All provisions of the CBA between the Board and the Association shall remain in effect except to the extent such provisions have been modified by this Agreement.

40. Notwithstanding the foregoing, the Board and the Association agree that they may revisit the terms of this MOA in the future if circumstances related to COVID-19 and/or its impact on the District change or otherwise evolve following the execution of this Agreement by both parties.

41. This MOA shall not be used as precedent or cited as practice by either the Board or the Association in any proceeding whatsoever except to enforce the terms of this Agreement.

42. This Agreement shall terminate either upon the end of the COVID-19 health emergency as determined by the Board in consultation with public health officials or June 30, 2021, whichever is earlier.

**SHARON FACULTY ASSOCIATION**

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Sharon Faculty Association

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Sharon Board of Education

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Date

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Date