



## MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is made the \_\_\_\_\_ day of \_\_\_\_\_, 2022 by and among the Carlisle Area School District (“District”) and the Carlisle Area Education Association (“Association”).

**WHEREAS**, the District and the Association entered into a Collective Bargaining Agreement (CBA) effective August 15, 2020 through August 15, 2024, and

**WHEREAS**, Article I, Section A Recognition identifies the Carlisle Area Education Association as the bargaining agent for employees included in the bargaining unit as certified by the Pennsylvania Labor Relations Board, and

**WHEREAS**, the District has a legal responsibility to provide FAPE for all students within its borders, and

**WHEREAS**, the District and the Association desire to encourage District residents to continue to attend the District and not move to Cyber Charter Education, and

**WHEREAS**, in an effort to provide students who must stay at home due to a pandemic, discipline or other health-based concerns, an opportunity to have the same instruction as those attending the brick and mortar school buildings, and

**WHEREAS**, the interaction with the teacher and other students is an important part of an educational program and that any time a student is able to interact with peers such interaction would benefit the student, and

**WHEREAS**, some students and/or their parents/guardians expect full-time online learning opportunities and will choose the Carlisle Virtual Academy (CVA) option which will have a direct or indirect cost to the district, and

**WHEREAS**, the parties wish to work together to offer such a program for the remainder of the current Collective Bargaining Unit. Anything beyond that time frame, components addressed within this agreement, if desired, would need to be incorporated into a future Collective Bargaining Agreement,

**NOW THEREFORE**, with the intent to be binding on the parties, the District and the Association agree as follows:

### **Assignment for Instruction, Academic Support, and Special Education Services**

Educators will be assigned to CVA subject and academic support classes and students on a semester (half a school year) or full-year basis. Educators may be scheduled dedicated time during their contracted schedule to provide online instruction or online support services for CVA students or may be offered extra-pay to serve students outside of the educator’s contracted day.

CVA students may be placed on the caseload of a counselor, special education, ELD, or reading-support teacher as part of the CAEA teacher's regular contract assignment. It will be part of the regular daily duty of the special education case manager to monitor and develop IEP, 504 and gifted documentation for CVA students when appropriate. CVA students receiving online instruction full time, may still receive special education services on-site during the regular school day.

- If an educator, to include special education, ELD, or reading-support, is scheduled dedicated time to provide online instruction or online support to CVA students during the school day, all responsibilities will be incorporated into their regular contracted duties and they will not be entitled to extra-duty compensation.
- If an educator, to include special education, ELD, or reading-support, agrees to provide instruction to CVA students above and beyond their regular, contracted duties or caseload, that educator will be compensated as an extra-duty assignment based on the number of enrolled students the teacher has agreed to teach or support.
- If there is **not** a special education, gifted, ELD, OT/PT, or reading-support educator agreeable to provide online services to CVA student(s) outside of a regular (or typical) caseload, the schedule of one or more such educators may be altered to allow for dedicated time for online support services for CVA students during the school day. There will not be extra-duty compensation.

### **Compensation for Virtual Class Teacher to replace Article III.C.31.b (page 18)**

#### **Remainder of the 2021-22 school year:**

- \$500 base pay per course title developed in the CASD LMS (Schoology) and taught by a CASD teacher.
- No base pay for instruction or facilitation through a vendor course
- \$401.67/student with no cap on number of enrollments.

#### **2022-23 and 2023-24 school years**

- \$1,000 base pay per course title developed in the CASD LMS (Schoology) and taught by a CASD teacher
- No base pay for instruction or facilitation through a vendor course
- \$414.13/student with no cap on number of enrollments.

#### **Note:**

- *Payment pro-rated based on course credit, minimum .5 credit*
- *Payment pro-rated per semester*

### **Effective**

This Memorandum of Understanding shall remain in effect through the end of the current Collective Bargaining Agreement (CBA), August 15, 2024.

**IN WITNESS WHEREOF**, the undersigned have executed this Agreement as of the day and year first above written.

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Cytha D. Guynes, CAEA President  
Carlisle Area School Association

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Date

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Patricia B. Sanker, Ed.D., Acting Superintendent  
Carlisle Area School District

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Date

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Paula Bussard, President  
Carlisle Area School District Board of Directors

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Date