

Ketchikan Gateway Borough School District

333 Schoenbar Rd. • Ketchikan, Alaska 99901

Ph. (907) 247-2109 Fax: (907) 247-3820

Elizabeth Lougee, Superintendent • Katie Jo Parrott, Business Manager

Catherine Alilin, Human Resources • Terri Crofcheck, Special Services • Alonso Escalante, Curriculum



**Memorandum of Agreement
Between
Ketchikan Gateway Borough School District
And
Ketchikan Education Association**

Related to the SMART START Plan and COVID-19 Pandemic Response Strategies

The following provisions of the negotiated agreement between KGBSD and KEA Certified will be modified as follows for the 2020-2021 school year or until the end of the COVID-19 pandemic, whichever comes first:

Area 4, Section 3 – Length of the School Day will be amended to include:

- Work day under Medium Risk Level may be less than 7 ½ hours on-site
- Work day under High Risk Level shall be 8 hours off site

Area 4, Section 10 – Teacher Assignment, Transfer shall be amended to include:

- Teacher reassignments as a result of staffing changes to facilitate the district's Smart Start plan or COVID-19 response will be temporary. All certified staff reassigned under this section shall be guaranteed their previous assignment at the conclusion of the year or when the pandemic is over, whichever comes first, unless by mutual agreement of the employee and the district.

Area 4, Section 11 – Work Year shall be amended to include:

- The 2020-2021 Work Year will include modifications as approved in the Smart Start Plan calendar (attached)
- Teacher work days may be scheduled as uninterrupted half days (not hourly) at the beginning of the school year, to equal 2 full days
- Parent Teacher Conferences may be held virtually

Area 4, Section 5 Teacher Evaluation

- Any evaluation or observation completed prior to March 16th will be held as valid.
- Beyond March 16th, all evaluations were suspended. The evaluations that were in process March 16th will resume at the beginning of the 2020-2021 school year.
- Evaluation lists will be updated and provided to the building administrators or supervisors for evaluations that need completed from the 2019-2020 school year in the fall.
- Evaluations lists will be provided to the building administrators and supervisors for all staff on the 2020-21 evaluation rotation.
- In September 2020, an evaluation committee will be convened to address online teaching and blended learning models.

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NOTE: KEA members covered by this agreement will have been deemed to have fulfilled their contractual obligations to the district with an approved telework or work from home agreement authorized by the Superintendent through HR. Telework and work from home agreements will be authorized for employees with a medical certification or as part of an ADA accommodation.

Elizabeth Lougee
Elizabeth Lougee, Superintendent

8/28/2020
DATE

Gara Cesfeske
Gara Cesfeske, KEA President

8/28/2020
DATE