



Memorandum of Agreement, September 25, 2020

Remote work for UFT-represented employees not on medical accommodation

I have no on-site duties or responsibilities. Can I work remotely?

UFT-represented employees who have no on-site duties or responsibilities may work remotely as of Monday, October 5, 2020. This applies to people who have full days of remote responsibilities, or who have duties that can be performed remotely when students are not in the building.

I do not have a medical accommodation, but I have a family member who is at risk of a more serious COVID infection ([per CDC guidelines](#)). How does this agreement affect me?

If you are the primary caregiver for your family member, and you live with her or him, you have priority for a remote position. If remote positions exist in your school, you should be assigned to one as soon as is practicable.

I have a remote program, but I prefer to work from the school building. Can I do that?

Yes, if your school is able to provide the proper space and equipment, and follow safety guidelines and procedures, you can work on-site. Also, each school can keep up to 20% of staff with remote programs in the school on any given day. These on-site positions will be given to remote teachers who express a need or desire to work on-site.

If I have a partial remote program in the morning or afternoon, can I perform this work remotely?

Yes. If your schedule permits and the work can be done remotely, you can work remotely. Supervisors can direct you to be on-site if you are needed.

Does this agreement change my right to do my preparation period remotely?

No.

I am working in-person. Are there times I can work remotely during the school day?

Yes. More information soon will be available in a forthcoming Work Guidance, which will detail the implications for office hours, instructional coordination and other work responsibilities.

Parent-Teacher Conferences

Can I be required to hold in-person parent-teacher conferences?

Parent-teacher conferences will be done remotely, but if a parent requests an in-person conference, it must take place at a mutually agreed-upon time during the workday.

School models, schedules and programs

How does this agreement relate to the Instructional Principles and Programming Guidance and the Blended Learning Class-Size Agreement?

This agreement incorporates those prior agreements and refers to them as the Blended Learning Agreements (BLA).

My school created a program that differs from the Blended Learning Agreements. Can we keep the program we created?

Yes, subject to SBO approval.

My school wants to change the program we created. Can we change it?

Yes, subject to SBO approval.

What parts of the Blended Learning Agreements can be changed?

The following items can be changed via SBO: instructional coordination, preparation periods, office hours, instructional lunch, workday, class size, teacher programs and instructional modalities (blended in-person, blended remote and fully remote).

Are these the only items that can be subject to an SBO vote this school year?

No, many traditional SBO modifications can be done. The list above refers only to the Blended Learning Agreements.

Does this agreement change the SBO process?

No. However, in the unique circumstance that the school's current program does not comply with the Blended Learning Agreements and the principal and chapter leader do not agree to bring that program to an SBO vote, we've negotiated an escalation process to attempt to find a resolution that includes the superintendent and DR.

In the event an agreement cannot be reached to bring the program to an SBO vote, the school must be programmed in accordance with the Blended Learning Agreements.

Does this escalation process described above apply to all SBOs?

No, it applies only to SBOs related to the Blended Learning Agreements.

What is live streaming?

Live streaming is the act of an in-person teacher broadcasting any part of their in-person classroom to remote students.

Can I be required to live stream?

No. Live streaming is an individual teacher's choice and cannot be mandated by any supervisor or be included in any SBO process.

Can I be assigned a program that includes both in-person classes and remote classes?

Under the Blended Learning Agreement, all efforts must be made to assign teachers to classes of one modality: remote, blended remote or in-person. However, if a school community would prefer to utilize mixed modalities, it may do so via the SBO process.

What's going on with the virtual content specialist (VCS) position?

Now that we have reached this agreement, the VCS position will be posted in the coming days.

Per-session work

Can per-session activities be done remotely?

Yes, per-session can be done remotely, and retention rights will be protected.

Coverages

How does this agreement affect coverages?

All in-school coverages shall follow the current contractual provisions, including the employment of per diem substitute teachers. However, a paraprofessional classroom manager may be assigned to cover classes. There is no obligation to cover remote classes and remote teachers are required to maintain a reasonable number of asynchronous activities, including those created by virtual content specialists, that may be assigned to students in the event of a remote teacher absence.

Itinerant employees

I am an itinerant employee. Where do I report to work?

Until further notice, the following itinerant staff members are to report to their payroll school or other school as designated by their supervisor for their regularly assigned work hours: psychologists, social workers, school counselors, speech teachers, occupational therapists and physical therapists.

In addition, the following staff will continue to work remotely until further notice and, with reasonable advance notice, may be directed to report to a school: HES/VES staff, attendance teachers, teachers of homebound instruction and teachers in hospital schools. School-based IEP team school psychologists and social workers should continue to provide remote services to all schools in their SY 2020–21 cluster as per the finalized Pattern of Services (POS). Psychologists in training will continue to work remotely through Oct. 1. Any changes will be subject to consultation with the UFT.

Grievances and operational issues

How do I initiate a complaint about working conditions?

Speak with your chapter leader about filing an operational complaint.