

STIPULATED AGREEMENT
between
CONNECTICUT STATE BOARD OF EDUCATION
On behalf of the Connecticut Technical Education and Career System
and
STATE VOCATIONAL FEDERATION OF TEACHERS

The State Board of Education, on behalf of the Connecticut Technical Education and Career System (“CTECS”) and the State Vocational Federation of Teachers (“SVFT”) recognize that the lengthy school closures during the 2019-2020 school year that are anticipated to be five weeks or more due to the COVID-19 pandemic require the implementation of an e-learning plan in order to provide students with educational continuity. The parties therefore agree to the following:

1. While CTECS’ schools are closed due to the COVID-19 pandemic, SVFT members (“Teachers”) shall perform work as directed by the Superintendent and/or designee(s) in accordance with this Agreement as well as the terms of the Collective Bargaining Agreement that are not in conflict with this Agreement.
2. The work that Teachers will perform during school closure shall consist of implementing CTECS’ e-learning plan, participating in trainings and professional development, and collaborating with professional learning communities.
3. Teachers shall be compensated with their full salaries in accordance with the provisions of the collective bargaining agreement and shall not earn additional compensation for work performed during school closure. Year-long stipends will be paid in accordance with the terms of the Collective Bargaining Agreement.
4. CTECS’ e-learning plan will be implemented in phases beginning March 30, 2020. The first phase will provide training and technical support to Teachers in the use of the district’s online tools, platforms and resources, provide teachers with time to develop lesson plans and begin to engage students in e-learning. Additional phases of CTECS’ e-learning plan will balance schedule flexibility with some structure to the student day, improve rigor and relevance of student assignments, and address the learning needs of students with disabilities. Professional development and/or other professional collaboration will be made available to Teachers with an expectation that Teachers will participate as appropriate and feasible.
5. During e-learning, Teachers will work from a remote location and shall fulfill their professional responsibilities during the regular work day. Teachers will provide students with ample work and assignments and shall communicate daily with students through various methods, including but not limited to email, Google Classroom, Google Meet and/or telephone. Teachers may engage in virtual instruction with students via video, audio, and/or chat on the platforms provided by CTECS. Teachers will not be required to use

video from their home. Teachers will also regularly check their email or online accounts for questions from students and parents.

6. CTECS' Superintendent and/or designee(s) will provide support for Teachers to implement the district's e-learning plan including but not limited to, trainings and ongoing support in using the district's e-learning tools, extended time for lesson planning, assistance with trouble-shooting problems with technology, and assistance with student participation.
7. Although there is an operational need for Teachers to follow a daily e-learning schedule and be available at certain times of the day, Teachers who are caring for children or other dependents because school, day care or elder care has closed may request flexibility in the work day which shall not be unreasonably denied.
8. The parties acknowledge that the need to promptly implement the e-learning plan requires Teachers to engage in activities in which some have little or no experience. Any deficiencies in work performance by Teachers during e-learning while schools are closed shall be addressed with additional training and shall not be considered part of the evaluation process. If a Teacher's performance issues are deemed to be willful misconduct, then progressive discipline may be applied.
9. All provisions of the collective bargaining agreement between CTECS and the SVFT shall remain in effect except to the extent such provisions have been modified for the 2019-2020 school year by this Agreement.
10. This Agreement shall expire when the need to keep schools closed ends or at the end of the 2019-2020 school year, whichever occurs first.
11. Notwithstanding the foregoing, the parties agree that they may revisit the terms of this Agreement in the future if circumstances related to the COVID-19 pandemic and/or its impact on CTECS change or otherwise evolve following the execution of this Agreement.
12. This Agreement concerns a plan for Teachers to work remotely that is being implemented on a trial basis to address an unprecedented loss of school days. For this reason, the Agreement shall not be used by either party in any forum for any reason other than to enforce the terms of this Agreement.

Ed Leavy _____ Date: 4/7/20
For the Union

 _____ Date: 4/7/2020
For SBE/CTECS