<u>**FPS-FEA 2020-2021 Tentative Agreement**</u>

1. The parties' current CBA shall remain in full force and effect until August 22, 2021, with the following understandings to preserve the contractual status quo through August 22, 2021, unless otherwise agreed by the parties in a successor CBA.

   a. The 2019-2020 Appendix B Salary Schedules will remain in place without adjustment.

   b. Employees do not advance beyond the step at which they finished the 2019-2020 school year.

   c. Employees shall receive longevity (including those new to longevity and those who would advance in longevity) in the last paycheck in December pursuant to Article VII.D. of the parties' CBA.

   d. Upon submission of the appropriate credentials, employees will change salary lanes as outlined in Article VII.A.8. of the parties' current CBA.

2. PLT/PLC participation (under Article V.A.3.a.d) shall be twenty (20) hours. This time shall be solely used for the purposes of PLT/PLC. Frequency and length of each meeting shall be determined by the individual PLT/PLC members doing the required work, with meetings occurring on a regular basis throughout the year. This time shall not be used for Professional Development, reviewing IEP's, book studies, curriculum development, compilation of the state required school improvement report, etc. Such work is to be defined by the PLT/PLC Steering Committee representing both the District and the Association.

3. APPENDIX C (replacing current Appendices C-1 - C-3):

Farmington Public Schools
2020-2021 School Calendar

August 24	Staff meeting AM/Teacher Workday PM
August 25	No Students — All Day Building Professional Development Day
August 26	No Students — All Day District Professional Development
August 27	No Students – District Workday AM*, Teacher Workday in Classrooms PM
August 28	Staff non-reporting day - Self-paced virtual PD to be completed at any time before the start of school

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August 31	First Day of School - All K-12 Students AM Only; District Workday PM*
September 4	No Students or Staff
September 7	No Students or Staff – Labor Day Holiday
September 25	All K-12 Students AM; Professional Development for FEA Staff PM
October 14	High School Testing 9th and 12th Grade AM Students Only; No School for Grades 10 & 11
October 28	FHS & NFHS Grade 10 & 11 Students AM for PSAT Testing; No School for Grades 9 & 12
October 28	Farmington Central: Grade 11 Students AM for PSAT Testing: All students PM
October 30	All K-12 Students AM; Professional Development for FEA Staff PM
November 3	No Students – Full Day Professional Development for Staff (Election Day)
November 12	Elementary Students AM; Elementary Parent Teacher Conferences PM and Evening
November 20	All K-5 Students AM; K-5 Teacher Records Day PM – K-8 STEAM Records/PD
	End of First Trimester for Elementary
November 25	No School for Students
	Staff non-reporting day - Self-paced virtual PD to be completed at any time prior to Thanksgiving recess
November 26-27	No School - Thanksgiving Recess
November 30	School Reconvenes
December 21 - January 1	No School - Winter Vacation
January 4	School Reconvenes
January 15	All K-12 Students AM; Professional Development for FEA Staff PM
January 18	No School – Martin Luther King, Jr. Day
January 22	Middle and High School Students AM; Middle School & High School Teacher Records Day PM
	No School for Students
February 15	Staff non-reporting day - Self-paced virtual PD to be completed at any time prior to this date
February 15-19	No School - February Break
March 12	K-5 Students AM; K-5 Teacher Records Day PM – End of Second Trimester for Elementary
March 29 - April 2	No School - Spring Recess
April 5	School Reconvenes
April 13	Grade 8 Students AM for PSAT Testing; All Middle School Students PM Except STEAM K-8 All Day
April 13	High School Testing 9th and 11th Grade AM Students Only; No School for Grades 10 & 12
April 14	High School Testing 10th and 11th Grade AM Students Only; No School for Grades 9 & 12
April 30	All K-12 Students AM; Professional Development for FEA Staff PM

SXI CALENDAR
2020-2021

July 6	Half Day of School
July 10-13	No School
July 17 - 20	No School
July 24	No Students - Professional Development for Staff
July 27	No School
July 31 - August 3	No School
August 7 - 10	No School
August 14	Half Day of School
August 17-21	No School
August 24	Staff meeting AM/Teacher Workday PM
August 25	No Students — All Day Building Professional Development Day
August 26	No Students — All Day District Professional Development
August 27	No Students – District Workday AM*, Teacher Workday in Classrooms PM
August 28	Staff non-reporting day - Self-paced virtual PD to be completed at any time before the start of school
September 4	No Students or Staff
September 7	No Students or Staff - Labor Day Holiday
September 25	All Students AM; Professional Development for FEA Staff PM
October 30	All Students AM; Professional Development for FEA Staff PM
November 3	No Students – Full Day Professional Development for Staff (Election Day)
	No School for Students
November 25	Staff Non-reporting day - Self-paced virtual PD to be completed at any time prior to Thanksgiving recess
November 26-27	No School - Thanksgiving Recess
November 30	School Reconvenes
December 21 -January 1	No School - Winter Vacation
January 4	School Reconvenes
January 15	All Students AM; Professional Development for FEA Staff PM
January 18	No School – Martin Luther King, Jr. Day
January 22	All Students AM; Teacher Records Day PM
	No School for Students
February 15	Staff non-reporting day - Self-paced virtual PD to be completed at any time prior to this date
February 15-19	No School - February Break
March 29 - April 2	No School - Spring Recess
April 5	School Reconvenes
April 30	All Students AM; Professional Development for FEA Staff PM
May 31	No School – Memorial Day
June 14	No School

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May 28	K-5 Students AM
May 31	No School – Memorial Day
June 11	Last Day of School – All Students AM; Teacher Records Day PM
	No School for Students
June 14	Flexible PD, with teacher choice and administrative approval, to be completed at any time prior to this date

**For calendar purposes, K-8 STEAM will follow the elementary schedule.

Dates for Open Houses, Curriculum Nights and other activities yet to be determined, and will be posted on the District and individual school websites.

(Intent to remain at contractual levels of 186 teacher and 180 student days)

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*In order to provide flexibility in meeting the needs of each building school community, Buildings will be allowed to adjust in District workdays to provide for:

- Parent and student "meet and greet" time, which positively support students' transition back to school
- Locker clean out or materials for students/closure from the 2019-2020 school year
- General transition activities for students to acclimate to a new year, new school or environment, or new peers and staff (This could include LINK, WEB, etc.),
- Teacher/Staff meetings to develop an understanding of students 504 plans and needs,
- Teacher/Staff meetings to develop an understanding of students' IEP plans and needs
- Administrative overview regarding safety procedures (arrival/dismissal, hallway and lunchroom monitoring, measures to monitor any necessary social distancing, etc.)

No meetings shall be held during August Teacher Workday times

Fall and Spring testing- TBD- Student Instructional Days- Pending further testing information from the state that results in a reduction in student instructional days, the above dates could change.

In the event of a school closure and/or virtual or hybrid (online/in-person) learning model impacting scheduled in-person PD, the PD shall be completed as virtual PD. The District shall apply for SCECH's for all PD days. All self-paced PD shall be available for employees at least ten (10) school days prior to the due date of the PD.

June 18	All Students AM; Teacher Records Day PM
	No School for Students
June 21	Flexible PD, with teacher choice, to be completed at any time prior to this date

(Intent to remain at contractual levels of 211 teacher days and 205 student days)

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- Parent and student "meet and greet" time, which positively support students' transition back to school
- Locker clean out or materials for students/closure from the 2019-2020 school year
- General transition activities for students to acclimate to a new year, new school or environment, or new peers and staff (This could include LINK, WEB, etc.),
- Teacher/Staff meetings to develop an understanding of students 504 plans and needs,
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In the event of a school closure and/or virtual or hybrid (online/in-person) learning model impacting scheduled in-person PD, the PD shall be completed as virtual PD. The District shall apply for SCECH's for all PD days. All self-paced PD shall be available for employees at least ten (10) school days prior to the due date of the PD.

4. This agreement is the entire understanding between the parties and cannot be added to, changed, deleted from, or in another way modified without further written agreement between the parties.

For the Farmington Public Schools

Kathy Smith   July __1__, 2020

For the Farmington Education Association

[signature]   July __8__, 2020