

**ADDENDUM TO 2020-21 CONTRACT FOR A
TEACHER/PRINCIPAL OF A CATHOLIC SCHOOL**

This document constitutes and should be considered to be a Contract Addendum applicable to your 2020-2021 Contract for a Teacher or Principal of a Catholic School (“Contract”), and the provisions below are incorporated by reference as if fully set forth therein.

The World Health Organization declared a global emergency on January 30, 2020 with respect to the outbreak of COVID-19. Governor Evers subsequently declared a public health emergency for the State of Wisconsin in connection with COVID-19, and in March 2020, mandated that all schools be closed. The full impacts of the outbreak are unknown and rapidly evolving.

The outbreak has extensively changed the way we “do business.” School leadership and personnel remarkably responded to the need for e-learning/distance learning all with very little notice, and for that we are grateful. We remain fully committed to providing a quality Catholic education to students in the community. Unfortunately, the uncertainty associated with the pandemic remains, and at this time, we are simply unsure of the ongoing effects of the pandemic. Unfortunately, the future impact of the outbreak on our parishes, schools and organizations simply cannot be predicted, and there is no assurance that the pandemic will not have a material adverse impact on our organization.

The current 2019-2020 contract requires that Parish/School provide Employee with a new contract by a date specific. However, based on the financial and practical uncertainties identified above, and depending on future developments related to the pandemic and government orders related to the same, the specific terms of the 2019-2020 contract warrant the need for this Contract Addendum.

As a result of the issues identified above, Employee understands that remote/distance/virtual learning and meetings may be required during and/or throughout the term of the contract, and Employee agrees as follows:

- To implement remote/distance/virtual learning measures if so directed by Principal and/or Pastor
- To attend and participate in virtual meetings
- That other unforeseen expectations may be required as circumstances develop and as determined by the Principal and/or Pastor
- To obtain and maintain high-speed internet and equipment necessary to facilitate and implement such remote/distance/virtual learning and meetings

For any teacher or principal whose contract was considered to be probationary during the 2019-2020 period, the probationary period is extended into and through the 2020-2021 contract period. Accordingly, as it relates to such Employee, the contract can be terminated by Parish/School with or without cause before or during the 2020-2021 contract period.

Notwithstanding any provision in the Contract or this Addendum, Parish/School has a right to amend, suspend or terminate the contract and/or any individual term of the contract for any reason, circumstance, or event beyond Parish/School’s control, including but not limited to the

following: continuation of and/or effects of the COVID-19 pandemic; reduced enrollment; any other pandemic, epidemic, or other biological contagion emergency; any other public health situation; acts or regulations of public authorities; war; riot; flood; casualty to the Parish/School's physical facilities; and/or closing of the school operations of Parish/School by a federal, state or local government or the Parish/School itself. In the event that this Contract is amended, suspended or terminated pursuant to this provision:

- a. Parish/School shall provide written notice to Employee as soon as practicable;
- b. Such amendment, suspension or termination shall not constitute a breach of contract; and
- c. Parish/School shall not be responsible to Employee for any loss resulting from the amendment, suspension or termination, or any failure to perform any terms or conditions of the Contract, except that Parish/School shall be responsible for payment of wages for work actually performed based on the "per day" rate identified in the Contract.

Dated: _____

Dated: _____

PARISH/SCHOOL

EMPLOYEE

By:

PASTOR/PARISH DIRECTOR/PRESIDENT

IF A RELIGIOUS, COMMUNITY REPRESENTATIVE

PRINCIPAL