

Memorandum of Agreement
Between
The Ann Arbor Education Association
And
The Ann Arbor Board of Education

COVID Mitigation Strategies - 2022-23 school year

The parties understand and agree that the Ann Arbor Public Schools ("AAPS") or (the "District") has developed these mandatory health and safety requirements to decrease the risk of infection for students, staff, employees, contractors, and visitors to District buildings and property for the 2022-23 school year. These requirements are based on [guidance from the Centers for Disease Control and Prevention](https://www.cdc.gov/media/releases/2020/s0901-guidance-schools.html) (the "CDC") and the Washtenaw County Health Department. AAPS protocols can be found at <https://www.a2schools.org/site/Default.aspx?PageID=17522>.

The parties understand and agree that the purpose of this memo is to inform all bargaining unit members, employees, contractors, visitors, parents, and members of the public of the steps AAPS is taking to safeguard health and safety, as well as the responsibilities and expectations for bargaining unit members employees, contractors, visitors, parents, and other members of the public when they enter District buildings or are on District property. Furthermore, the purpose of this memo is to stipulate any working conditions that fall outside of the collective bargaining agreement between the Ann Arbor Education Association and the Ann Arbor Public Schools.

This document specifies the current policy of the Ann Arbor Public Schools for the safe operation of our schools during the COVID-19 pandemic for the 2022-23 school year. It is the expectation of the District that all employees are aware of, and are compliant with, these health and safety requirements. **Failure to meet these expectations will result in discipline up to and including discharge.** It is also the understanding that the parties understand the need for flexibility and cooperation due to the ever changing nature of the COVID-19 virus and variants.

Tools, steps and systems that will continue to serve us well in protecting against all respiratory illnesses and setting the course for a successful 22-23 school year include:

1. Strict adherence to the critical health practice of monitoring for symptoms and remaining home when experiencing symptoms,
2. Staying current with COVID vaccination and boosters, now available for all age groups, six months and older,
3. Enhanced ventilation, including more frequent and comprehensive replacement of air filters across all school and district buildings,
4. Increased use of outdoor settings for learning, activities, and breaks during the day,
5. Support for at-home testing, as supplies allow, and
6. Close and continuous school/district monitoring of COVID staff and student cases and rapid response by AAPS COVID Response Team to potential clusters and outbreaks.

Masking

The Ann Arbor Public Schools will always remain a mask-friendly environment. We understand that masking indoors is an important prevention strategy that many will continue to practice.

Fall 2022 Guidance on masking in AAPS schools is as follows.

In the AAPS, wearing masks indoors will be required in the following situations:

- For students/staff who test positive and return to school during days 6-10 of their isolation period.*
- During classroom, team, or other group outbreaks.
- In the school nurse clinics and during clinical health services in buildings (e.g. WCHD hearing/vision screenings). This is an OSHA requirement.

** Those who decline to mask or are unable to mask must stay out of school for the entire isolation period. When reporting their case, staff will affirm their plan of masking or staying in isolation.*

Masking is strongly recommended in these circumstances:

- When the CDC Community Level is “High” - RED
- For students/staff who are household or personal contacts of a COVID case.
- When notified that 10% of a classroom, team, or group has tested positive.
- For anyone with respiratory symptoms, even if testing negative for COVID or flu.

In addition:

- Masks are encouraged indoors when CDC Community Level is 'MEDIUM' - Yellow
- Masks are welcomed indoors when CDC Community Level is 'LOW' - Green

5 Actions to Take During all CDC Community Levels for Staff, Students and Families

1. Stay up to date with vaccinations and boosters
2. Stay home when sick or symptomatic
3. Know when to mask indoors
4. Be ready to test at home
5. Know what to do with a positive result or exposure

Testing Positive: Reporting and Isolation

Staff who test positive for COVID are required to report using the Staff/Volunteers reporting link: bit.ly/StaffCOVIDCase22-23

As has been the past practice, staff who test positive are required to isolate at home for a period of at least five days and may return on days 6-10 if: fever-free for 24 hours; symptoms have significantly improved; and able to wear a tight-fitting mask indoors through the 10-day period. AAPS strongly recommends testing on day 5 before returning to school on day 6 and continuing isolation until receiving a negative test result or until day 11. Staff may refer to the document entitled: [What to Do If You Test Positive](#) which is available on the district [COVID and Health Guidance page](#).

Confidentiality

All medical information, including vaccination status, requests for accommodations and COVID-19 test results will be kept confidential and stored separately from employee personnel records. Confidential information may be shared as required by health departments for contact tracing or for any other legally allowable reason.

Paid Sick Leave

Staff will receive 5 additional paid sick leave days, separate from and in addition to employees' existing paid leave should the staff test positive for Covid-19. To be eligible for the COVID sick days the staff must report their COVID positive test using the Staff/Volunteers reporting link: bit.ly/StaffCOVIDCase22-23

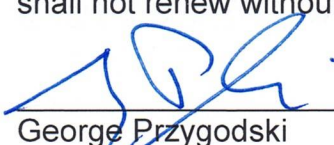
No staff serving on an approved leave of absence (including but not limited to FMLA, Sick leave, LTD, etc.) will be required to perform instructional responsibilities, and they shall remain on paid leave pending release by their physician.

Continuing Mitigation Measures

The employer will continue COVID-19 mitigation measures for cleaning and disinfection of buildings through the 2022-23 school year.

This Memorandum of Agreement constitutes the entire understanding and agreement reached by the parties with respect to this matter, and is not precedent setting as to the master contract or the policies of the Board of Education of the Ann Arbor Public Schools.

This Memorandum of Agreement expires at the end of the 2022-23 school year and shall not renew without the written agreement of both parties.



George Przygodski
3C Executive Director

9-15-2022

Date



John Randle Sr.
Assistant Superintendent, HR

09/16/2022

Date