

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

**Covid Mitigation Strategies - 2021-2022 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 2021-2022 school year. These requirements are based on [guidance from the Centers for Disease Control and Prevention](#) (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 Office Professionals 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 2021-2022 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. The district commits to in good faith execute the numerous stipulations articulated in this agreement. 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. The parties also agree to work together in a COVID Health and Safety Huddle to collaboratively resolve issues under this memorandum as they arise.

The District will continue following **Super Six Mitigation Strategies** for the 2021-2022 school year:

1. Public Health Protocols with Vaccination as the #1 strategy for those ages 12 and up
2. Ongoing maintenance to ventilation upgrades
3. Universal masking for everyone in school buildings with rare exceptions
4. Cleaning/disinfection following CDC/WCHD guidance



5. Physical distancing as practicable
6. Cohorting where practicable

**Staff Vaccinations:**

Staff must show proof of full vaccination or be tested once a week. The district will maintain and expedite their process for evaluation by human resources personnel requests for accommodations based upon allowable medical and religious exemptions.

**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.

**Pre-Screening:**

Staff must be vigilant and if they have symptoms of COVID-19, shall stay home and get tested.

**Notification and Contact Tracing:**

As has been the past practice, staff must notify their supervisor immediately if they test positive, cooperate with the school nurse for contact tracing, and follow the isolation procedures

If a staff member has a close contact (within 3 feet for 15 plus minutes with a Covid-19 positive person) and that staff member is fully vaccinated and asymptomatic, they may return to work with a PCR test to be taken 3-5 days post exposure.

An unvaccinated staff member who has a close contact (within 3 feet for 15 plus minutes with a Covid-19 positive person) shall observe the post exposure quarantine which is currently 10 days.

**Quarantine/Isolation**

The District will follow protocols for quarantine and isolation based on CDC or state health department recommendations. Any staff member who is directed to quarantine as a result of a work-related exposure to COVID by the district, the ISD or any local, county, state or federal governmental agency will receive paid sick leave unless remote/virtual services are able to be provided by the employee during the quarantine period.

### **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 have verification from a physician that they have COVID-19.

Staff will receive 2 paid sick leave, separate from and in addition to employees' existing paid leave, to receive vaccinations.

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 to continue COVID-19 mitigation measures for cleaning and disinfection of buildings throughout the 2021-2022 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 2021-2022 school year and shall not renew without the written agreement of both parties.

  
\_\_\_\_\_  
George Przygodski  
3C Executive Director

  
\_\_\_\_\_  
David A. Comsa  
Deputy Superintendent / General Counsel

9-9-2021  
\_\_\_\_\_  
Date

9/9/2021  
\_\_\_\_\_  
Date