

**Memorandum of Understanding
Between
The Taylor School District
And
The Taylor Federation of Teachers, AFT Local 1085 AFL-CIO**

This MOU includes all employees covered under Article II; Union Recognition as defined as classroom teachers.

The Taylor School District will follow the TSD's Covid-19 Return to School Plan. The Terms of this Agreement will remain in effect for the 2020-2021 and 2021-2022 school years only and will sunset on June 30, 2022 or when the District is in Phase 6, whichever comes first. If Phase 6 comes first, the items in this MOU will no longer be applicable; however, the remaining terms of the collective bargaining agreement will remain in effect through June 30, 2022.

1. As required by Federal law, employees will be entitled to FFCRA leave of ten (10) days when the employees are required to quarantine for COVID-19 related matters.
2. No person shall be penalized for wages or any fringe benefit while under physician care resulting from a positive Covid-19 test when contact tracing completed by the Wayne County Health Department or another state agency indicates that the virus was contracted while performing duties for the Taylor School District. Individuals who need more than the allowed ten workdays provided for in the FFCRA will be eligible for Central Sick Bank Days.
3. If open houses are scheduled for the 2020-2021 school year, they will be scheduled virtually.
4. Daily hours and workdays will consist of agreed upon days and working hours as provided for in the agreed upon 2020-2021 calendar.
5. The Parties agree to discuss items that effect provisions of the CBA on an individual basis and that the TSD will contact TFT to discuss any items that require negotiations.
6. The District will provide hazard pay as required by state and federal law once it is allocated.
7. Any personnel who services districts other than the TSD, will follow the TSD and not be required to report to schools in other districts during the time that the TSD is in virtual learning mode. The Parties agree to discuss individual assignments on a case-by-case basis.
8. Parent teacher conferences will be held virtually on an as needed basis.
9. Teachers have the option of working from home, or in their building while teaching virtual courses. Teachers who work from home must be able to perform the functions of providing on-line instruction and have the appropriate infrastructure to provide the

same. If a teacher cannot adequately provide services from home, s/he will be required to report to their building to perform their job duties.

10. Dispute resolution arising from any Covid-19 issue including, but not limited to health and safety will be resolved within one business day of presentation to the District.
11. All students, including PK-5 (excluding PK during naps) will be required to wear a mask while in the classroom.
12. The TFT and the TSD will meet at least monthly, prior to the 15th of each month in order to provide updates to the Board, to discuss the status of the pandemic and will make any changes to instruction based on information/recommendations of MIOSHA, the Wayne County Health Department and the CDC until we are in Phase 6 (post pandemic.)
13. An isolation room will be designated in each building and full PPE provided for the overseer of the isolation room. PPE includes N95 face masks, face shields, clothing coverage and gloves.
14. The splitting/combining of classes due to the lack of substitute teachers will not be allowed.
15. Building administrators shall be required to request and maintain a list of all TFT members who are willing to substitute on their planning period. When substitutes are needed, TFT members who have volunteered to substitute will be selected first, on a rotating basis, and then if openings remain, TFT members who are on their planning period may be assigned to substitute. However, TFT members will not be required to sub more than twice in each week if they do not volunteer to substitute on their planning period. TFT Members who do substitute on their planning period will be able to accumulate the periods subbed towards the attendance incentive provided for in Article XVI(7) as follows: every five periods subbed will be used as a replacement for an absent day for purposes of the attendance incentive. By way of example, if a teacher was absent five days, but subbed on their planning period 10 times, the teacher will only be considered to have been absent for three days for purposes of the attendance incentive.

The District may utilize qualified TSD staff other than TFT members to provide subbing, if needed. The TSD may employ more than one building substitute at each building.

16. Face shields will be provided to all classroom teachers.
17. Sanitizing equipment will be provided to all covered staff including those who travel within and out of the district. Additional sanitizing equipment will be provided within 24 hours of a request.

18. Playground equipment will be cleaned/sanitized after each class/group use.
19. All ancillary staff (including but not limited to OT/PT/speech pathologists/social workers, etc, will have a defined area for treatment in all buildings they service (including other districts) and be provided with all PPE and sanitizing equipment.
20. Medical scrubs will be considered appropriate dress for all classroom teachers.
21. Ancillary staff who have an online caseload will have the option of servicing their online students at home or at their office.
22. All scheduled professional development, monthly staff meetings, etc will be held virtually and recorded for later review.
23. To facilitate hands on learning at the CTE center, teachers and administration will coordinate a “drop in” schedule for students while ensuring that all Wayne County Health Department and TSD protocols are in place and utilized.
24. Teachers are required to keep accurate attendance logs and maintain the same seating chart to ensure COVID-19 tracing can take place.
25. The schedules for the start of the school year will be as presented. However, teachers have the professional latitude to determine appropriate breaks and individual work time for students, and to provide students time to contact teachers individually or in small groups throughout the day. The Parties will continue to discuss schedules once the school year starts, on an as-needed basis, to ensure the schedules align with best practices while still providing all the content to students required of the curriculum.
26. Elementary teachers and special education may schedule individual students for independent instruction on the use of technology. All Taylor School District protocols pertaining to Covid-19 will be in place.
27. The District agrees to continue bargaining over the outstanding issues pertaining to face to face learning.

Signing for the District:

Signing for the TFT:

Deborah Stellini, President
Taylor Board of Education

Linda Moore, President
Taylor Federation of Teachers

Mark Kleinhans, Interim Superintendent
Taylor School District

Terry Devlin, Executive Secretary
Taylor Federation of Teachers