

Memorandum of Agreement

Between

The Ann Arbor Administrators Association

And

The Ann Arbor Board of Education

AAAA and the Ann Arbor Board of Education have worked collaboratively to the following stipulations related to return to face-to-face hybrid instruction for the 2020/21 school year. The parties understand the need for flexibility, and like the original Continuity of Learning Plan, will work collaboratively to address issues and concerns as they arise to ensure safe, successful instruction.

Daily Student Hybrid Bell Schedule will be set as follows:

<u>Level</u>	<u>Start Time</u>	<u>End Time</u>
Preschool	8:30am	2:00pm
Elementary	9:00am	2:10pm
K-8 Schools	9:00am	2:10pm
Middle Schools	8:20am	3:10pm
High Schools	8:20am	3:10pm

- On Wednesday’s when/if the district is in virtual/remote mode, the plan is for cleaning protocols to take place. Administrators will work from home unless there is a need to for in person work.
- Administrators, if eligible, will continue to be covered by all provisions consistent with existing CBA related to approve paid or unpaid leave provisions including but not limited to (FMLA, Sick Leave, and LTD).
- Administrators, if eligible, will continue to have access to their sick days and sick bank as set forth in the CBA.
- Expectations for administrators related social distancing and mitigations strategies will be consistent with the *AAPS COVID-19 Preparedness and Response Plan and Policy*, CDC Guidelines, MIOSHA Guidelines, and Governmental Orders.
- The District will provide all office professionals with personal protection equipment (PPE) consistent with the *AAPS COVID-19 Preparedness and Response Plan and Policy*, CDC Guidelines, MIOSHA Guidelines, and Governmental Orders.

- The parties agree that there will be continuing collaboration and dialogue during the implementation of these plans due to the complexity of the plans and the ever-changing conditions around the COVID-19 pandemic.
- In the event that the WCHD requires an administrator to quarantine, teaching and learning shall continue with the virtual instruction model.
- Contingent upon receipt of supplemental coronavirus relief revenue from the State of Michigan for the 2020-2021 school budget and in acknowledgment of the additional workload and costs incurred as a result of supporting remote learning, all administrators will receive a \$500.00 reimbursement payment. Any administrator who is less than 1.0 FTE, or who has worked a reduced amount of the school year as a result of an unpaid leave of absence or being hired after the start of the 2020-2021 school year, will receive a prorated amount of the reimbursement payment. The payment will be made in the last paycheck of June 2021, or if necessary the first paycheck as practicable following the release of the funding by the State of Michigan should it be later than the last paycheck in June 2021.
- Effective as of the date of execution of this MOA, and not retroactively, administrators will be provided five (5) additional sick days to use should a paraeducator test positive for COVID-19. To be eligible for the five (5) COVID -19 sick days, the administrators shall provide to Human Resources verification in writing from their treating physician that they have contracted COVID -19.
- For the balance of this school year, administrators who have their children as students in the same building may have their children with them at the beginning and end of the hybrid day as long as they are masked, not interacting and following all safety protocols. No transportation will be provided.

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 City of Ann Arbor.

This Memorandum of Agreement expires at the end of the 2020-21 school year and shall not renew without the parties written consent.



Jason Skiba
AAAA President



Shonta Langford
Executive Director of Human Resources

3/15/21

Date

3/15/2021

Date