

## **Memorandum of Agreement**

**Between**

**The Ann Arbor Education Association**

**And**

**The Ann Arbor Board of Education**

# **Extended Return-to-Work Date and Teacher Release from Buildings**

The AAEA and the Ann Arbor Board of Education have worked collaboratively creating 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.

### **Extended Return-to-Work Date - Elementary**

On Monday, March 22, 2021 all staff assigned to support our self-contained, preschool or kindergarten students will return to their buildings. As we recognize there may be a small segment of staff who did not have the opportunity provided by the district to obtain their second dose of their vaccine prior to this date, those individuals may, upon request, extend their return to work date to April 5, 2021. These staff include Counselors, Elementary Specials Teachers, and Special Education NCPS staff. Impacted staff have been notified and must respond to the Google form if they require this extended return date no later than 8:00 am on March 22nd.

### **Teacher Release from Buildings**

#### **Preschool, Elementary and K-8**

Elementary classroom teachers who have no additional instructional or other duties in their school after their face-to-face instructional day may use their professional judgment to elect to complete their workday remotely after the conclusion of their in-person instructional school day. After dismissal of their students and should a teacher elect to leave campus prior to 3:13pm it is the expectation that teachers will, as set forth in 7.217.3:

- Walk students safely to their appropriate point of departure, be it bus, parent pick-up point, etc.
- Remain until the busses depart or parent pick-up but not later than eight (8) minutes after the school day except in emergency situations, e.g., bus delays and inclement weather.
- Continue to contribute to the supervision of parent pick-up time.

The parties recognize that faculty and the building administrator will work together as successful building operations may dictate an occasional variance from the above. As is our practice, teachers must make themselves available for communication with the building administration during the school day, including during planning and/or remote instruction blocks.

### **High School and Middle School**

High school and middle school classroom teachers who do not have face-to-face instructional or other duties in their school building after 11:55 AM (HS) and 12:10 PM (MS) may exercise their professional judgment and elect to deliver the remote portion of the school day from a location other than the school building up to two (2) days per week. On the two (2) days per week that staff remain on-site, Pathways, Community and middle school staff may be required to provide in-person instruction and/or support for a small number of students who remain on-site in the afternoon for in-person support and intervention. At the comprehensive high schools, support for small groups involving high school classroom teachers will be reviewed during the “high school huddle” and approved by the “Face to Face teams.”

Prior notice to school administration is required in order to maintain successful building operations. School administration has the final approval on the day(s) that classroom teachers will deliver the remote instruction portion of the school day from a location other than the school building so that a reasonable balance of staff remains in the building. The building administration and staff will work collaboratively to meet the unique needs of classroom teachers.

Should classroom teachers elect to leave campus prior to 3:25 PM (HS) and 3:30 PM (MS), they will remain on campus up to 15 minutes after the student dismissal of 11:55 AM (HS) and 12:10 PM (MS), as set forth in 7.217.1.

The expectations for quality remote instruction and learning remain the same whether classroom teachers deliver instruction from the school building or from a location other than the school building. This includes teachers following curriculum/instruction/assessment, and utilizing all course materials, as outlined by TLNs. It also includes utilizing all technology devices to maximize the learning experience for students.



The parties recognize that classroom teachers and the building administration will work together as circumstances in a building may dictate an occasional variance from the above. As is our practice, teachers must make themselves available for communication with the building administration during the school day.

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 2020-21 school year and shall not renew without the written agreement of both parties.




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George Przygodski  
3C Executive Director

3-24-2021

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Date



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David A. Comsa  
Deputy Superintendent/General Counsel

3/24/21

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Date