

2021-2022 COVID WORKING CONDITIONS 2.0
MEMORANDUM OF UNDERSTANDING BETWEEN ACEA AND
ALACHUA COUNTY PUBLIC SCHOOLS

Safe Working Conditions:

1. Open House events will be virtual in all schools.
2. In accordance with the district reopening plan social distancing will be observed as much as feasible.
3. A good faith effort will be made to notify staff and families within 24 hours of a positive case at the school/work location, without identifying the individual. District/school staff will work with the Alachua County Health Department to contact those who have had significant exposure.
4. Employees will conduct their own screening prior to coming to work utilizing a provided symptom list. Employees will immediately notify their supervisor if they are having COVID symptoms, and will not report to the worksite. Employees must follow the adopted COVID-19 Screening Flow Chart protocol page or may be subject to discipline. Protocols for isolation and quarantine will be consistent with the directives of the Department of Health, authorized by the Florida Statutes for public health F.S. 381.00315
5. Appropriate PPE will be provided to employees (and also to students upon need/request). The district will exhaust all possibilities to achieve this.
6. Inside buildings masks will be worn in accordance with Board Policy 8450.01.
7. Any food provided to employees will be served on a grab-and-go basis. Planned gatherings will be consistent with the District's reopening plan.

Teaching Conditions

1. Teachers will be provided with desk separating shields for use between their students seated at tables or upon request and based on availability.
2. Teachers who document time spent preparing their Canvas courses to provide instructional continuity for students, will receive up to ten (10) hours of pay at their normal hourly rate. Administrators will have access to teachers' Canvas courses so they may provide support to the teacher, however, teachers will be consulted prior to any changes being made to their Canvas course.

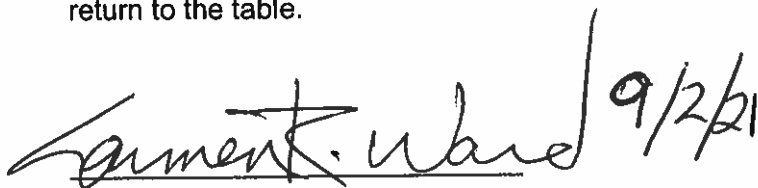
Transportation Conditions

1. Sanitized buses will be marked indicating the date and time in a visible location.
2. Masks are required on buses for students and staff in accordance with Board Policy 8450.01, in accordance with federal and local guidelines.

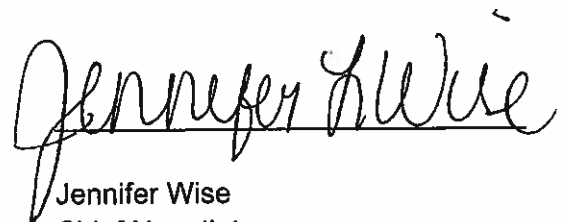
COVID Related Benefits

1. Employees will be expected to schedule vaccine appointments in such a way to minimize the potential of having to miss work, for example on Friday. Employees will have paid Covid leave to get vaccinated or if they have side effects after vaccination in accordance with the Alachua County Public Schools Fall 2021 Covid-19 Response Plan. Employees will have up to two (2) days of paid COVID leave to receive/recover from vaccination shots. Such leave cannot be scheduled in advance or allocated for future use.
2. This is an update to the MOU signed on August 2, 2021, Section 2. COVID-Vaccinated Breakthrough Leave. Fully vaccinated employees who test positive for COVID will be eligible for up to ten (10) days of paid administrative leave for the 2021-22 school year. Fully vaccinated employees who have COVID symptoms and get a COVID test will be eligible for paid administrative leave from the date of the test administration through the date the test results are received. Days utilized while awaiting test results will be counted towards the ten (10) days of administrative leave for this COVID Breakthrough Leave.
3. Employees will have access to rapid COVID tests free of charge at their school site or at the Alachua County Health Department as long as they are available.
4. The district will continue to provide free counseling to assist employees in dealing with the death of students/coworkers and trauma through the Employee Assistance Program.

This agreement will be in effect for the first semester of the school year, except for #2 in COVID related Benefits which is for the 2021-22 school year, or until the SHAC or local Health Department recommends changes to district protocols, at which time both parties will promptly return to the table.

 9/2/21

Carmen Ward
Chief Negotiator



Jennifer Wise
Chief Negotiator