

**21-22 UPDATED COVID MEMORANDUM OF UNDERSTANDING  
Between ACEA and Alachua County Public Schools**

**Section 1. Vaccine Incentive Extension**

Both parties agree encouraging the greatest number of ACPS employees to vaccinate is a public health priority. Current employees who have provided documentation of being fully vaccinated against COVID (completing the COVID vaccination shot series) will be eligible for a one-time incentive pay of \$100. The employee must be fully vaccinated by March 31, 2022.

**Section 2. Meetings/Training**

Employees will have the option of attending all meetings and training via ZOOM, Google Meets, or other on-line platforms for the 2021-2022 school year.

**Section 3. Safe Working Conditions:**

1. In accordance with the district reopening plan, social distancing will be observed as much as feasible.
2. 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.
3. 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.
4. Appropriate PPE will be provided to employees (and also to students upon need/request). The district will exhaust all possibilities to achieve this (in effect through June 30, 2022).

**Section 4. 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 for the 2021-22 school year. 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.
3. In order to provide instructional continuity per State Board of Education Rule No.: 6AER21-01, all teachers will be required to maintain Canvas courses for students to access while quarantined.

**Section 5. Transportation Conditions:**

1. Sanitized buses will be marked indicating the date and time in a visible location.
2. Masks will be made available to students on buses.

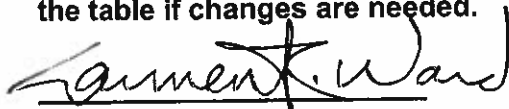
**Section 6. COVID Related Benefits**

1. Employees will be expected to schedule vaccine and booster 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, to get a booster, or if they have side effects after vaccination/boosting. Employees will have up to two (2) days of paid COVID leave to receive/recover from vaccination shots/boosters. Such leave cannot be scheduled in advance or allocated for future use.
2. 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. Employees who provide proof from their healthcare provider that it is a medical recommendation that they not receive the COVID vaccine, and who test positive for COVID or are required to quarantine, will be eligible for up to ten (10) days of paid administrative leave for the 2021-22 school year.

Likewise, 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. This will apply whether the test result is negative or positive. Days utilized while awaiting test results will be counted towards the ten (10) days of administrative leave for this COVID Breakthrough Leave for the 2021-2022 school year.


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. The district will continue to seek innovative ways to test employees.
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 2021-2022 school, year, except for #5 in Safe Working Conditions, which is through June 30, 2022. Both parties will promptly return to the table if changes are needed.**



**Carmen Ward  
Chief Negotiator**

1/12/22  
Date



**Jennifer Wise  
Chief Negotiator**

1/12/22  
Date