



DPSCD Reopening Plan

FALL 2021

Questions? Contact info.reopen@detroitk12.org.

v. Aug 2021

DPSCD Reopening Plan

Overview

DPSCD (Detroit Public Schools Community District), like other school districts, organizations and businesses, emerged from the height of the COVID-19 pandemic ready to recover and return to more normal operations in Fall 2021. Students, families, staff, partners and community members contributed to the District's successful efforts to maintain safety during the previous school year while continuing to innovate and improve the way we educate our students. This Fall, we look forward to a return to at-scale face-to-face teaching and learning while maintaining ongoing safety protocols and best practice mitigation measures designed to keep our community safe.

The District's decisions regarding reopening are grounded in recommendations from local and national healthcare professionals including the Centers for Disease Control, the Detroit Health Department and the Michigan Department of Health and Human Services, all of which have indicated that a return to face-to-face instruction is not only in the best interest of students, but can be done safely when proper safety protocols are used. Beyond the recommendations of medical professionals, the District's reopening plan is in alignment with local and national leaders, including leadership from the American Federation of Teachers, who all agree it is critically important to get students back to school safely.

Background

The onset of the COVID-19 pandemic in the spring of 2020 led to significant and immediate changes in how DPSCD educated and cared for its students. In a matter of weeks, DPSCD coordinated with private corporations and philanthropies to raise \$23 million for its Connected Futures initiative, ensuring we could put a device in the hands of every District student. Our teams worked tirelessly to transition curricula and lessons to online platforms so students could access their learning from home, and our Family and Community Engagement team led immediate and ongoing campaigns to go out to neighborhoods and homes to check in with families, provide support and training, and share important information about the pandemic. The Office of School Nutrition organized food distribution centers around the city to provide meals for both DPSCD families as well as those in our community who needed assistance. In short, our District worked tirelessly to meet every challenge with a solution.

As students in the District returned to school in the fall of 2020, DPSCD, like the rest of the city, state and country, battled the need to continue educating students and employing its staff while reacting to the peaks and valleys of the COVID-19 infection in the community. When necessary, the District paused face-to-face instruction at individual school sites where infections surfaced and across sites when community transmission rates and a lack of vaccine coverage meant that operating face-to-face may have posed too much of a risk. To bolster online learning throughout the year, the District launched more than a dozen technology support hubs throughout the city where families could receive online learning support, technology hardware repairs or loaner devices, if needed. Despite operating with some form of face-to-face instruction nearly all school year, the District saw only 20 examples of defined "outbreaks" (evidence of transmission between people in a school building).

Through ongoing discussion and collaboration with employee unions, the District negotiated a number of agreements with to provide additional hazard pay to keep operations running, additional leave options for staff who experienced the effects of COVID-19, and temporary adjustments to assignments and duties to maintain employment. While many organizations and Districts were forced to reduce staffing or layoff employees, the District maintained continuous employment for all its staff and made a commitment to keeping them compensated while they continued to support students and families.

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Engaging the Community in Reopening

Over the last year and a half, the District continued ongoing engagement and communication with students, families, community members, and staff to ensure we collected the most up-to-date feedback on our operations. Regular town halls, family surveys, engagement sessions organized around specific topics and audiences, as well as a dedicated “Online Learning Task Force” all helped refine our approach throughout the 2020-2021 school year and have informed our reopening for 2021-2022.

District-Wide Safety Measures for Fall 2021

As the District reopens schools for 2021-2022, the most important aspects of DPSCD's COVID-19 mitigation strategy remains its adherence to basic safety commitments, including:

- Correct use of masks required by all students, staff, contractors, visitors, parents and volunteers when inside school buildings; masks are optional when outdoors*
- Weekly COVID-19 saliva testing for all employees (and students who have a consent form completed)
- Required “return to work” saliva testing prior to initial reporting in August and September
- Physical distancing (3ft for student seating)
- Handwashing and respiratory etiquette
- Cleaning and maintaining healthy facilities
- Contact tracing in combination with isolation and quarantine as well as dedicated nursing staff at all schools
- Daily symptom screening & temperature checks for all students and staff

*Central office staff in central office locations where students are not present are required to wear masks if they are unvaccinated. Masks may be worn by anyone vaccinated who feels comfortable doing so.

These safety measures may be revisited or revised as the data indicates changes are necessary and/or the District is directed to comply with other orders or requirements by local health officials.

Promoting the Vaccine as our Best Protection Against COVID-19

Through our close partnership with the Detroit Health Department, DPSCD employees became some of the first with access to the COVID-19 vaccine. Through ongoing promotion, school-hosted vaccine clinics, and a \$500 vaccine incentive for employees, the District reached a full vaccination rate of more than 70% of its staff by July 2021. In addition to promoting the vaccine with staff, the District collaborated with community partners to host vaccine events for students and families and will continue to do so into the 2020-2021 school year as the vaccine becomes available for younger students.

Face Masks

Research has shown that the proper wearing of face coverings/masks can be an important way to prevent the spread of COVID-19. For the start of 2021-2022 school year, masks will be required for all students and adults inside school buildings. Masks are optional when outdoors. Central office staff in central office locations without students are required to wear masks if they are unvaccinated. The District will continue to work closely with local health authorities to monitor infection rates and any evidence of community spread of COVID-19. If it is determined that the infection rate warrants additional precautions, all students and staff in a school or across the District may be required to wear masks, even if they are fully vaccinated. These decisions will be made as part of the regular review of COVID-19 safety data.

Weekly Saliva Testing

The District will continue its practice of weekly saliva COVID-19 testing. All staff, regardless of vaccine status, will be required to test every week and testing is highly encouraged for students. Each DPSCD school and central office location has an

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identified day of the week when students and staff can provide saliva samples and ensure they remain COVID-free. Administrators have access to a newly developed dashboard to quickly view whether required testing has been completed each week.

Temperature Check Kiosks

Last year, the District procured and installed temperature kiosks for every school. The kiosks are used to take student, staff or visitor temperatures. The kiosks and touchless thermometers will alert schools if staff or students have a temperature at or above 100.4. Those individuals with temperatures above 100.4 will be sent home.

Air Purifiers

While the District is in compliance with all required ventilation system recommendations, it has also offered an air purifier for any classroom or office at the employee's request.

Daily Health Questionnaire /Symptom Check

The District will continue its use of an electronic tool to collect daily information from employees about their readiness to attend work in person (through a basic web form). All employees are required to complete the symptom check. If the employee answers "yes" to any of the symptom questions in the app, then they will receive a message indicating they are not to report to work and to seek the appropriate medical attention (unless they have a confirmed vaccine on file. Information about daily work readiness (e.g. ready/not ready) is maintained centrally through an administrator dashboard. Employees unable to complete the survey electronically before work will be required to complete a similar checklist upon arrival to a District location.

Students will also complete a daily symptom check and temperature check upon arrival to school.

The survey asks the following questions (questions may be adjusted to align with changing public health guidance as necessary):

1. Are you fully vaccinated against COVID-19? (Yes/No)
2. Are you currently experiencing any of the following symptoms unrelated to a known preexisting condition (e.g. asthma, allergies)?
 - a. Fever or chills
 - b. Cough
 - c. Shortness of breath or difficulty breathing
 - d. Fatigue
 - e. Muscle or body aches
 - f. Headache
 - g. New loss of taste or smell
 - h. Sore throat
 - i. Congestion or runny nose
 - j. Nausea or vomiting
 - k. Diarrhea
 - l. I am not experiencing any symptoms
3. Have you been in close contact (within 6 feet for 15+ minutes) with someone who has a confirmed case of COVID-19 or has exhibited symptoms of COVID-19? (Yes/No)

COVID-19 Safety Commitments

DPSCD has established and will follow strict safety protocols to ensure the health and safety of students, families, and staff. When in a school setting, the following commitments will be expected and monitored regularly:

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PPE

- Monthly PPE supplies based on student enrollment and staffing size
 - Reusable Face Shields for staff
 - Reusable masks for students and staff
 - Surgical loaner masks for students, staff, and visitors without a mask
 - KN95 for staff first responders
 - Goggles or protective eyewear available for staff first responders
- Staff, students and limited visitors consistently and effectively use PPE
- KN95 masks available for the following staff:
 - Nurses
 - Trainable aides working with students requiring select services
- Specialized PPE for students with select disabilities is available
- Specialized PPE for staff supporting students with select disabilities is available

Testing & Symptom Checking

- Employees have completed a weekly COVID 19 test
- District accountability symptom checker and COVID test clearance dashboard
- Temperature checks installed at multiple entry points
- Symptom check signage installed
- Isolation area is defined and has a staffing plan
- Documented quarantine and suspected case protocol is in place

Classrooms, Office & Hallway Configurations

- Handwashing, masks, and social distancing signage installed
- Maximum occupancy signs are prepared and posted by school staff
- Desks in any classroom or multipurpose space are separated by 3 feet of spacing. Number of total seats in a classroom may be smaller if square footage limits desks due to 3 feet of space.
- Class size target 22 students for grades K – 2
- Class size target 25 students for grades 3 - 5
- Class size target 27 students for grades 6 – 8
- Class size target 30 students for grades 9 – 12
- Hand sanitizer stations are available throughout the school, in cafeteria, and in classrooms

Cleaning

- Checklist for office, restroom, isolation area and classroom cleaning is in place
- Adequate cleaning supplies are available
- Cleaning checklist and evidence of disinfecting process in place for pre-K and Montessori classroom manipulatives in place
- Cleaning checklist and evidence of disinfecting process in place for shared classroom technology in place
- Engineer preventative maintenance logs include filter changes every quarter

Transportation

- Evidence of bus cleaning and disinfecting in place

Rituals & Routines

- Principal has a plan for explicitly teaching and reinforcing rituals and routines for safety
 - Building entry and dismissal for students, staff, and visitors
 - Handwashing
 - Going to the restroom

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- Using classroom materials including laptops
- Lunch and snacks
- Consistently and effectively wear and use PPE
- Hallway passing and transitions
- Weekly testing of all staff

Training

- Employee training in place for delivery in pre-planning
- Student training in place for delivery day 1 including newly enrolled during the school year
- Evidence of custodial training in place during on-boarding
- Evidence of bus driver training in place during on-boarding

Crowd Management

- Principals have a plan for dispersing groups on school property:
 - New arrival families hoping to enroll
 - School related events and programming
 - Adhoc groups that may form due to weather, recreation, etc. (e.g., it is raining and individuals gather under overhangs)
 - Adequate space to allow for 3 feet of space between two individuals

Monitoring Safety Commitments

The District will continue its practice of relying on a dedicated team of individuals to routinely audit safety practices in school buildings and provide regular reports on the adherence to safety protocols in schools. Additionally, in accordance with the signed Letter of Agreement for reopening, the District and DFT will continue a joint Labor-Management Committee on Schools Reopening (CSR) to meet regularly and review reopening issues with the intent to improve educational and safety practices. Concerns about reopening can be shared via a dedicated inbox info.reopen@detroitk12.org. In addition, any questions or concerns related to Operations (especially cleanliness, bathroom supplies, etc.) can be submitted via phone at 313-578-7018.

Class Size

As indicated in the negotiated Letter of Agreement for Reopening of Schools with DFT, the District will make every effort to maintain class sizes at the levels in the table below. Using COVID-19 funding, the District will hire additional teachers to reduce class size and increase the oversize classroom budget to compensate teachers for class sizes above the levels below.

2021-2022 Full Reopening of Schools Class Size Targets		
Grade Range	Standard	2021-2022
K-2	25	22
3-5	30	25
6-8	35	27
9-12	35	30

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Safety Matrices

To make informed, data-driven decisions about how best to operate schools, District-level and school-level safety matrices will be used to assess a variety of factors that may lead the Superintendent to recommend a review to pause or suspend specific face-to-face activities. The matrices use a points-based system to assess safety and risks within buildings (e.g. through weekly saliva testing and safety audits), as well as across the District, the city and the Tri-County region of Southeast Michigan encompassing Wayne, Macomb and Oakland Counties. Each week, the District reviews relevant data in the matrices to determine, based on the total points, if any additional review or discussion about operating is necessary. The two matrices are included below. If the Superintendent and Board determine that a pause or suspension of activities is necessary based on the most recent data, additional information will be shared with students, families, and staff about the expected duration of that pause, how students and employees are expected to operate during that period, as well as any additional safety measures that may need to be taken.

What if a positive case of COVID-19 is suspected or confirmed in a school or other District location? The District is committed to proactive communication about confirmed cases once information is confirmed with public health officials. In the event of a suspected or confirmed case, the District will follow the protocol below:

- *Positive or suspected cases will be confirmed with the local Department of Public Health who will assist with developing a recommended next step based on the level of potential exposure.*
- *Staff and families will be notified if they or a student have been in “close contact” with a confirmed case and may be directed to self - isolate and monitor themselves for potential symptoms.*
- *We also commit to notifying staff and families who are not close contacts in the location (i.e. school, department, etc.) where a case has been confirmed, and although they were not identified as close contacts, they should continue to monitor for symptoms and continue their work/learning as normal.*

Districtwide Safety Matrix

		Contained - 0	Low Risk - 1	Medium Risk - 2	Elevated Risk - 3	High Risk - 4	Very High Risk - 5	
Risk Considerations	COVID Safety Audit Compliance (DPSCD – weekly overall average)	100%	95%-99.9%	90-94.9%	85%-89.9%	80-84.9%	<80%	
	Transmission Rate (% positive – 7-day average city of Detroit)	Little/none	<5.0%	5.0%-7.9%	8.0%-9.9%	10-14.9%	>15%	
	Transmission Rate (% positive – 7-day average tri-county area of Wayne/Oakland/Macomb)	Little/none	<5.0%	5.0%-7.9%	8.0%-9.9%	10-14.9%	>15%	
	Transmission Rate (% positive - DPSCD weekly testing)	Little/none	<5.0%	5.0%-7.9%	8.0%-9.9%	10-14.9%	>15%	
	Vaccine Coverage (city of Detroit)	>70% vaccination coverage	55%-70% local vaccination coverage	40%-54% local vaccine coverage	25%-39% local vaccine coverage	10-24% local vaccine coverage	<10% local vaccine coverage	
	Vaccine Coverage (average tri-county area of Wayne/Oakland/Macomb)	>70% vaccination coverage	55%-70% local vaccination coverage	40%-54% local vaccine coverage	25%-39% local vaccine coverage	10-24% local vaccine coverage	<10% local vaccine coverage	
	Vaccine Coverage (staff - DPSCD)	>70% vaccination coverage	55%-70% vaccination coverage	40%-54% vaccine coverage	25%-39% local vaccine coverage	10-24% vaccine coverage	<10% vaccine coverage	
	COVID-related deaths (7-day avg. city of Detroit)	<1 deaths	1-5.9 deaths	6-10.9 deaths	11-15.9 deaths	16-20.9 deaths	>21 deaths	
	Hospital bed occupancy for COVID-19 patients (Region E – SE Michigan)	<1% hospital beds occupied with COVID-19 patients	1%-10% hospital beds occupied with COVID-19 patients	10%-25% hospital beds occupied with COVID-19 patients	25%-50% hospital beds occupied with COVID-19 patients	50%-75% hospital beds occupied with COVID-19 patients	75%-100% hospital beds occupied with COVID-19 patients	

Total	Potential Action
0-29	The District operates regularly with COVID safety precautions in place (and in accordance with any local, state or federal orders or regulations*)
	The Superintendent may recommend to the School Board a review and further engagement to pause or suspend the following Districtwide:
30-31	<ul style="list-style-type: none"> high school face-to-face learning
32-33	<ul style="list-style-type: none"> middle-school face-to-face learning
34-35	<ul style="list-style-type: none"> elementary face-to-face learning
36-37	<ul style="list-style-type: none"> Exceptional Student Education (ESE) face-to-face learning
38-39	<ul style="list-style-type: none"> learning centers
40+	<ul style="list-style-type: none"> districtwide operations and services (including grab-and-go meals)

**At any point, the state and/or local Health Department may direct DPSCD to temporarily suspend services or close a location.*

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School-Specific Safety Matrix

		Contained - 0	Low Risk - 1	Medium Risk - 2	Elevated Risk - 3	High Risk - 4	Very High Risk - 5	
Risk Considerations	COVID Safety Audit Compliance (DPSCD – School overall average)	100%	95%-99.9%	90-94.9%	85%-89.9%	80-84.9%	<80%	
	Transmission Rate (% positive – 7-day avg. city of Detroit)	Little/none	<5.0%	5.0%-7.9%	8.0%-9.9%	10-14.9%	>15%	
	Transmission Rate (% positive – 7-day average tri-county area of Wayne/Oakland/Macomb)	Little/none	<5.0%	5.0%-7.9%	8.0%-9.9%	10-14.9%	>15%	
	Transmission Rate (% positive – School weekly testing)	Little/none	<5.0%	5.0%-7.9%	8.0%-9.9%	10-14.9%	>15%	
	Confirmed Outbreaks (school-based transmission between 2 or more unrelated individuals)	None	1	2-3	3-4	5	6+	
	Vaccine Coverage (city of Detroit)	>70% vaccination coverage	55%-70% local vaccination coverage	40%-54% local vaccine coverage	25%-39% local vaccine coverage	10-24% local vaccine coverage	<10% local vaccine coverage	
	Vaccine Coverage (average tri-county area of Wayne/Oakland/Macomb)	>70% vaccination coverage	55%-70% local vaccination coverage	40%-54% local vaccine coverage	25%-39% local vaccine coverage	10-24% local vaccine coverage	<10% local vaccine coverage	
	Vaccine Coverage (staff - DPSCD)	>70% vaccination coverage	55%-70% vaccination coverage	40%-54% vaccine coverage	25%-39% local vaccine coverage	10-24% vaccine coverage	<10% vaccine coverage	
	COVID-related deaths (7-day avg. city of Detroit)	<1 deaths	1-5.9 deaths	6-10.9 deaths	11-15.9 deaths	16-20.9 deaths	>21 deaths	
Hospital bed occupancy for COVID-19 patients (Region E – SE Michigan)	<1% hospital beds occupied with COVID-19 patients	1%-10% hospital beds occupied with COVID-19 patients	10%-25% hospital beds occupied with COVID-19 patients	25%-50% hospital beds occupied with COVID-19 patients	50%-75% hospital beds occupied with COVID-19 patients	75%-100% hospital beds occupied with COVID-19 patients		
Total	Potential Action							Total
0-29	The School operates regularly with COVID safety precautions in place (and in accordance with any local, state or federal orders or regulations*)							
	The Superintendent may recommend to the School Board a review and further engagement to pause or suspend the following at a specific school or location:						*At any point, the state and/or local Health Department may direct DPSCD to temporarily suspend services or close a location.	
30-33	<ul style="list-style-type: none"> Face-to-face learning 							
34-36	<ul style="list-style-type: none"> Exceptional Student Education (ESE) face-to-face services 							
37-39	<ul style="list-style-type: none"> Learning center operations 							
40+	<ul style="list-style-type: none"> Additional operations and services (including grab-and-go meals) 							

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DPSCD Reopening Plan

DPSCD Virtual School: A New Option for 2021-2022

While we expect most students to return to school face-to-face full time in the Fall, a key learning from the pandemic is that for some students, virtual learning may provide a needed alternative to the traditional brick-and-mortar learning environment. Beginning in 2021-2022, DPSCD will operate a standalone virtual school for students in grades K-12. The school will offer a menu of standard courses that lead toward graduation requirements but will not offer specialized programs such as IB, AP, dual language, etc. The DPSCD Virtual School will be staffed with its own dedicated principal, teachers, and support staff, and will issue grades and credits under its own school code and name and will employ many recommendations offered by this year's Online Learning Task Force, provided they are allowable by the rules that govern virtual learning in Michigan.

Students who enroll in the Virtual School will be able to enroll for a semester at a time at the beginning of year and before the second semester. Students at the Virtual School will be able to maintain a seat at their "home" school for a period of up to one school year. Students new to DPSCD will also be eligible to enroll in the DPSCD Virtual School.

Blended Learning for Specialized Programs

For students in specialized programs that will not be offered at the Virtual School, a blended option may be available. Through the negotiated Letter of Agreement for Reopening of Schools with DFT, teachers will receive additional compensation (\$500 per quarter) if they are teaching in a blended mode. This may be an option for students in dual language programs or students with IEPs who have a documented medical need that prevents them from attending school face-to-face. Students with Individualized Education Plans (IEPs) and 504 Plans who require a virtual setting should request an IEP Team Meeting to determine if the student's individual needs can be met and a FAPE provided in a virtual setting. Families of students with IEPs who have questions about virtual learning should contact your IEP Team Case Manager or call the Office of Exceptional Student Education at 313-873-7740.

Appendix A: DFT Fall 2021 Reopening Agreement

Letter of Agreement
between
Detroit Public Schools Community District ("District")
and
Detroit Federation of Teachers ("DFT")

2021-22 FULL REOPENING OF SCHOOLS

WHEREAS, the parties recognize the need to fully reopen all schools with immediacy and implement District learning programs in conformity with the District's Extended Continuity of Learning Plan, COVID-19 guidelines issued by the Centers for Disease Control and Prevention Services ("CDC"), the Michigan Department of Health and Human Services ("MDHHS"), and the Michigan Department of Education ("MDE"),

WHEREAS, to ensure equity in education, the District and the DFT shall prioritize efforts to meet family/student demand for in-person learning across all District schools,

WHEREAS, the District's Kindergarten through 12th grade Virtual School Program shall also concurrently offer virtual classes which can be reasonably implemented by teachers that accommodate students' learning needs and respect any health concerns that families may have,

THEREFORE, the Detroit Federation of Teachers ("DFT") and the Detroit Public Schools Community District ("District") (collectively "the parties") agree as follows for the 2021-2022 academic year:

1. Representatives from the DFT and District shall continue to conduct joint school walkthroughs to ensure compliance with the health and safety requirements. The health and safety requirements shall be made current through the 2021-2022 school year unless stricter requirements are warranted by an increase in COVID-19 related risks.
2. The District's COVID-19 mitigation strategy will abide with the most current legally required Federal, CDC and/or state MDHHS orders, recommendations, and guidance provided to schools and similar institutions. The District's safety commitments will include:
 - a) Universal and correct use of masks required;
 - b) Physical distancing (3ft for student seating);
 - c) Handwashing and respiratory etiquette;
 - d) Cleaning and maintaining healthy facilities;
 - e) Contact tracing in combination with isolation and quarantine;
 - f) Mandatory daily symptom screening & temperature checks; and

- g) To the greatest extent possible and with the least disruption, principals will continue to balance the number of students across classrooms at each grade level necessary to adhere to the District's social distancing standards.

Changes to the health and safety requirements other than legally required Federal, CDC and/or state MDHHS orders, recommendations, and guidance provided to schools and similar institutions will be collectively bargained by the parties, upon request.

- 3. Beyond required "return to work" testing, the District will continue to implement a weekly COVID-19 testing monitoring program during the 2021-22 school year. DFT bargaining unit member participation in the District's monitoring program shall be free of cost to all DFT unit members. Weekly student testing shall be ongoing and occur at schools until the end of the 2021-22 school year.
- 4. The District will continue to work with community partners, public health agencies and other public and private entities to provide continued access to the COVID-19 vaccine, at no financial cost to District employees, students and families.
- 5. If a DFT bargaining unit member finds non-compliance with health and safety requirements regarding room configuration or class size, she/he shall notify the principal who shall immediately remedy the non-compliance. If the principal is unable to remedy the non-compliance, she/he shall immediately report the non-compliance to the appropriate District office or department for prompt remedial action.
- 6. The District will make every reasonable effort to maintain in-person class sizes at levels stipulated in the table that follows, while adhering to the District's layered COVID-19 mitigation strategy. Using COVID-19 funding, the District will hire additional teachers to further assist with reducing class sizes across the District. The District will increase its oversize classroom budget, per semester, and will compensate for any classes over the 2021-22 class size levels as follows:

2021-22 Full Reopening of Schools Revised Class Sizes		
Grade Ranges	Standard	2021-22
K-2	25	22
3-5	30	25
6-8	35	27
9-12	35	30

- 7. DFT bargaining unit members who mainly or entirely perform their job duties in-person, face-to-face, for the 2021-22 academic year shall receive a COVID-19 supplement of \$500.00 for each quarterly marking period that they complete through June 30, 2022. Quarterly payments shall be made through a separate pay advice no later than two weeks after the end of each academic quarter to yield a total of \$2,000.00 through June 30, 2022. The District shall pay the full amount of the

supplement each quarter regardless of whether there are temporary, extended, or expanded closures of facilities in which unit members are performing services.

8. Bargaining unit members who simultaneously provide blended, in-person, face-to-face and virtual teaching services to students throughout each quarterly marking period shall receive a COVID-19 supplement of \$500.00 for each quarterly marking period that they complete through June 30, 2022. Quarterly payments shall be made through a separate pay advice no later than two weeks after the end of each academic quarter to yield a total of \$2,000 through June 30, 2022. The District shall pay the full amount of the supplement each quarter regardless of whether there are temporary, extended, or expanded closures of facilities in which unit members are performing services. Providing services in a blended or dual modality (simultaneously) will be mutually agreed-upon by the unit member and the principal.
9. The parties shall jointly continue to conduct Labor-Management Committee on Schools Reopening ("CSR") meetings which shall consist of three persons appointed by the District and three persons appointed by the DFT. More persons may be added to the CSR by mutual agreement. The CSR will continue to meet weekly to review issues and concerns with the mutual intent to improve educational and safety practices. Among other issues, CSR will continue to review Tri-County (Wayne, Oakland, and Macomb Counties) COVID-19 data, and will work with health officials, community groups, and other stakeholders to determine data that needs to be reviewed and considered, as well as the framework for data interpretation. When appropriate CSR will continue to make recommendations to improve educational and safety practices to the Superintendent and the District's Board of Education, as necessary. The establishment and work of the CSR does not replace the obligation of both parties to negotiate in good faith concerning issues subject to collective bargaining.
10. The District will implement a safety matrix to assess the need for recommended suspensions or pauses on in-person learning activities at the District and individual school level by taking into account several factors related to COVID-19 including: vaccination rates in the region, local testing data from the District's weekly saliva testing program in DPSCD locations, as well as the infection rates and other data points in the city and tri-county areas.
11. DFT bargaining unit members shall receive mandatory refresher training on the best approaches and safety precautions for the safe delivery of high-quality instruction to students in the COVID-19 work environment.
12. DFT bargaining unit members shall be provided PPE (protective gowns, face masks, face shields, shoe covers, and gloves) pursuant to CDC and OSHA guidelines and upon request.

13. In spaces where physical distance of three (3) feet or more may be maintained between each participant, in-person meetings may occur with all participants adhering to the District's health and safety protocols, so long as all safety protocols, such as social distancing requirements and PPE are met.
14. DFT bargaining unit members who experience difficulties related to COVID-19 are encouraged to apply for leave or reasonable accommodations afforded through the Family and Medical Leave Act and/or Americans with Disabilities Act.
15. Any DFT bargaining unit member who performs work in-person and contracts COVID-19 during the 2021-22 school year due to their execution of in-person learning activities will be entitled to paid sick-leave, without any loss of his or her sick bank time, until he or she is medically cleared to return to work either in-person or online/remotely. Medical clearance shall consist of a note from unit members' treating physician(s).
16. If a DFT bargaining unit member is sent home from an in-person assignment by the District to self-quarantine due to potential or actual COVID-19 exposure and is asymptomatic, the member shall deliver instruction remotely to ensure continuity of student learning.
17. Despite the District's compliance with ventilation system recommendations and to provide added peace of mind that employees need for a full return to in person work, any unit member may request a fan or air purifier for their classroom or office by emailing: info.reopen@detroit12.org. Such requests shall be promptly fulfilled by the District.
18. The parties will continue to meet, as needed and in consultation with the CSR, to bargain collectively to resolve issues arising from COVID-19 related safety in schools. The parties may enter into a separate letter of agreement to confirm such resolution, with the mutual intent to improve COVID-19 related safety in schools. In addition, if an increase in COVID-19 cases prompts the closure of the Detroit Public Schools Community District in whole or in part, the parties will meet as soon as possible to bargain collectively over the effects of such closure and how to continue instruction and other student services online/remotely.
19. If the District should go into expanded closure and unit members are unable to return to in-person, face-to-face job duties and can only telecommute, the supplemental compensation referenced in this letter of agreement shall still be paid in full.
20. The District and the DFT will also collectively bargain in good faith, upon request of either party, on any other issues related to COVID-19 which arise during the 2021-22 school year, but which have not been specifically addressed in this LOA or the collective bargaining agreement.
21. This LOA shall expire on June 30, 2022.

22. The validity, interpretation, and performance of this letter of agreement shall be governed in all respects by applicable Federal and state laws, regulations, and court rulings.

23. Nothing in this Letter of Agreement shall operate or be construed to waive, amend, abrogate, or release from any provisions of the collective bargaining agreement between the parties. Disputes concerning the interpretation, application, or enforcement of the provisions of this Letter of Agreement shall be subject to and resolved through final and binding expedited arbitration under the rules and procedures of the American Arbitration Association.

THEREFORE, by the representatives' signatures below, the parties agree to the terms of the LOA as outlined above.

For the DFT:

For the District:



Lisa Wood (Jul 14, 2021 18:13 EDT)

Signature

Jul 14, 2021

Date



Luis Salano (Jul 15, 2021 09:39 EDT)

Signature

Jul 15, 2021

Date

Approved:


Terrance Martin (Jul 14, 2021 16:36 EDT)

Terrance Martin, President, Detroit Federation of Teachers

Approved:


7/15/2021
Nikolai P. Vitti, Ed.D, General Superintendent

Students Rise. We All Rise.

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