

Memorandum of Agreement (REVISED 9/27/21)

**between
The Board of Education of Cook County School District 104
and
Argo Summit Council of Teachers Union, Local 571,
IFT-AFT/AFL-CIO**

As a result of collaboration between the Superintendent and the Union, the following reopening protocol for the fall of 2021 has been established to meet the requirements established by the Illinois State Board of Education (ISBE). Any conflict with state or federal law or emergency proclamation shall supersede this protocol. This fall reopening protocol is hereby established on Friday, July 24, 2021 and shall be subject to the terms and provisions of the collective bargaining agreement between the parties (the "CBA" or "Collective Bargaining Agreement"). This MOA shall not extend beyond the 2021-22 school year. The specific provisions of the MOA to the extent such MOA does not conflict with any state or federal law or emergency proclamation are as follows:

Background: In accordance with the ISBE Public Health Guidance for Schools document, all school districts must provide in-person learning with appropriate protective measures. Remote instruction will be made available for students who have not received a COVID-19 vaccine, only while they are under quarantine consistent with the guidance or requirements from the local public health department or Illinois Department of Public Health.

The Board (represented by the District 104 Administration) and the Union have met to build a plan to reopen in the fall of 2021. Cook County School District 104 will share this plan with the staff (Exhibit A)

Preparing for in-person learning, teachers should:

- ◆ Teachers will follow all CDC, IDPH and ISBE guidelines to ensure safety of students and staff.

If mask wearing is mandated by or required by law or order:

- ◆ Teachers will wear appropriate face coverings over both the nose and mouth except for those who cannot wear a mask or cannot safely wear a mask due to a disability as defined by the American with Disabilities Act (ADA). Teachers should contact Susana Aguirre in Human Resources.
- ◆ Teachers will facilitate correct mask wearing with all students.

If a Gubernatorial Disaster Proclamation exists due to COVID-19, and it, the CDC, IDPH, or ISBE recommend social distancing:

- ◆ Teachers have the option to attend meetings virtually to assist with physical distancing.
- ◆ Teachers will help facilitate physical distancing during transition times, especially in the middle school setting.
- ◆ Per CDC and IDPH guidelines, teachers must provide proof of vaccination to Human Resources to decrease the need for quarantining if identified as a close contact.

If a Gubernatorial Disaster Proclamation exists due to COVID-19, and it, the CDC, IDPH, or ISBE require that students who are under quarantine receive a remote learning option:

- ◆ Teachers will include those students in quarantine in their daily core instruction through the synchronous learning options provided by the district.

Preparing for In-Person learning, the district should:

- ◆ The District will follow all CDC, IDPH and ISBE guidelines to ensure safety of students and staff.
- ◆ Provide additional sick time, outside the allotted contractual sick time, up to 5 days for teachers who are asked to quarantine due to being identified as a close contact of a student or staff member who contracted COVID-19 or for teachers who have contracted COVID-19 in the workplace.

If mask wearing is mandated by or required by law or order:

- ◆ Provide teachers with appropriate PPE including face coverings, hand sanitizer, disinfectant wipes, and any other supplies necessary to maintain a safe working environment.
- ◆ Establish procedures for recommended social distancing while students take their masks off to eat.

If a Gubernatorial Disaster Proclamation exists due to COVID-19, and it, the CDC, IDPH, or ISBE recommend social distancing:

- ◆ Ensure classrooms are set up to allow for 3 feet social distancing in all grade levels to the best of the district's ability.

If a Gubernatorial Disaster Proclamation exists due to COVID-19:

- ◆ Follow-IDPH guidelines on Indoor Air Quality.
- ◆ Notify teachers having close personal contact as defined by CDC or IDPH of the fact that they may have been exposed to a student or staff member that has contracted COVID-19 after becoming aware of a student or staff member with COVID-19.
- ◆ Provide procedures for class quarantine, especially in the middle school setting and other co-taught settings.

If a Gubernatorial Disaster Proclamation exists due to COVID-19, and it, the CDC, IDPH, or ISBE require that students who are under quarantine receive a remote learning option:

- ◆ The District will supply and support the technology required to provide those students in quarantine with their daily core instruction through the synchronous learning.

Those teachers who are required to quarantine in accordance with IDPH guidelines that are physically able to perform their duties will be allowed to provide instruction from home remotely and will not be required to use personal sick leave, provided that there is a licensed staff member on-site supervising the classroom.

The parties understand that this is a one-time non-precedential agreement that shall not in any way be construed as establishing a new policy or practice and shall not be used as evidence as such. This Memorandum of Agreement shall not in any way modify the parties' Collective

