

MVEA proposal #3 for changes in response to the Preparedness Response Plan. The MVEA reserves the right to make proposals on additional issues not mentioned herein.

**Letter of Agreement
Between
Maple Valley Education Association
and
Maple Valley Public Schools**

Re: “Return to Learn” 2020-21 School Year Provisions / Preparedness and Response Plan

The Association and the District are parties to a Collective Bargaining Agreement (CBA) covering the 2020-2021 school year and need to amend the required provisions of that Agreement in order to ensure the highest quality instruction for our students while at the same time best ensuring that we are keeping students, employees and our community safe from the consequences of the prevalent COVID-19 Pandemic. All provisions of the current CBA will continue in effect with the following amendments:

Face to Face Instruction:

1. The following working conditions and safety measures shall occur and be enforced:
 - a. There shall be District Provided Professional Development (DPPD) (which meets with state guidelines and complies with the required days/hours) as scheduled in the bargained calendar to employees to ensure they have the necessary skills and support to transition into teaching under COVID related circumstances.
 - b. The district will provide all personal protection equipment, including but not limited to masks, gloves, and hand sanitizer for each employee in compliance with the most recent Michigan’s 2020-2021 Safe Schools Return to School Roadmap. If an employee purchases personal PPE, the District will reimburse the per unit district cost for the same equipment.
2. Teacher placement language is within the Superintendent’s right of assignment. Given this, the Superintendent will hear any staff concerns for health risks and consider each request on a case by case basis, given the individual factors as well as district needs for staffing in rendering a decision to the request.
3. Teachers will be compensated as appropriate per building plan guidelines for student supervision prior to school while the teachers are engaged in the 15-minute advance preparation for the school day. Should they need to supervise children during that time:
 - a. Jr./Sr. HS will not need to supervise students.
 - b. Maplewood staff will receive a minute for a minute compensation toward PTO time.
 - c. Fuller staff will receive a 15-minute break later in the day in compensation or commensurate PTO, provided it can be scheduled at a later date.

Full Virtual Instruction (from either Phase 1-3 or rolling shutdown to mitigate transmission on a case by case basis):

4. The Association and District shall mutually agree to the **availability and working conditions** related to the Preparedness Response Plan (PRP) that will be implemented for the 2020-2021 school year, in part(s) or whole to the extent required by law.

5. To allow ease of access to all equipment, Wi-Fi, student work for evaluation and feedback and access to copy machines, etc., all staff will be expected to report to work. The District may allow parents to bring their children in to work after permission has been granted and a signed notice of parental responsibility has been completed. Parents are responsible for the care and supervision of their children while on district property. The permission to bring children to work may be revoked at the discretion of the Superintendent.

6. Teaching duties and requests to telework will be open for negotiation if the review on a regular basis reveals either the welfare of teachers or district needs are not being met.

Additional considerations

7. Josh Leatherman will be reassigned to serve the district's technology needs. He will maintain his status within the association as a teacher. The district will reexamine this role in the spring.

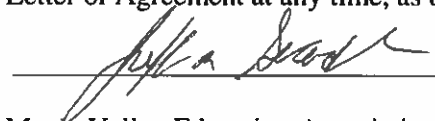
8. For virtual instruction, class size maximums may be increased to no more than 30 students at Fuller St. Elementary school, to no more than 35 students at Maplewood Elementary School and to no more than 40 students at the Jr/Sr. High School. Edgenuity will be used for overflow and covered by a long term Maple Valley substitute as soon as one can be secured.

9. We agree to revise the calendar to include 5 half day Fridays in the first quarter calendar, provided all teachers remain in the building to collaborate with peers, complete required paperwork, or continue advance planning to get acclimated to our new educational plan. Further half days may be built into the calendar if a need is determined and negotiated.

10. Virtual teachers may be allowed to flex hours with administrative approval.

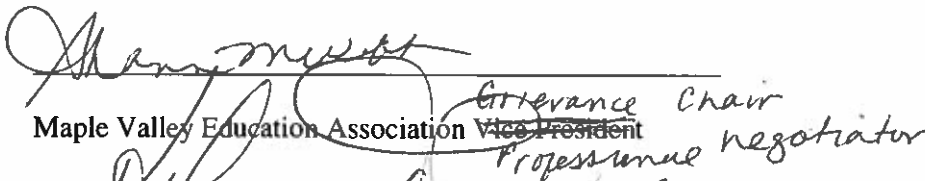
11. This document does not establish a precedent, custom, or practice between the parties as to the enforcement of the labor agreement between them, or any other future labor agreement.

12. This Letter of Agreement expires on June 30, 2021. The parties may modify, extend, or cancel this Letter of Agreement at any time, as they see fit.




Maple Valley Education Association President

9-15-2020
(date)



Maple Valley Education Association ~~Vice President~~ Grievance Chair Professional negotiator

9/15/2020
(date)



Maple Valley Public Schools Superintendent

9/15/2020
(date)