

**Letter of Understanding**  
**between**  
**Wyandotte Public School District**  
**and**  
**Wyandotte Education Association**

With regard to the 2020-2021 school year, the Wyandotte Public School District ("District") and the Wyandotte Education Association ("WEA"), mutually agree to the following:

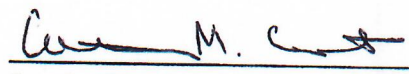
1. The District shall provide disposable masks, gloves, face shields, and hand sanitizer;
2. While in Phase 4, meetings/training shall take place virtually. This includes, but is not limited to, open house events, parent-teacher conferences, staff meetings, and professional development. PLC's are strongly encouraged to be held in person, when social distancing can occur (masks to be worn). No meetings shall be held after regularly scheduled school hours until the traditional instructional schedule is, once again, implemented;
3. While in phase 4, unit members will help clean desks between class periods by spraying the cleaning solution prepared and supplied by the District. No wiping is required for this process and three (3) minutes of drying time is allowed. Students shall be asked to move to the back of the room or away from the area where the product is being sprayed. Any and all other cleaning, including "deep cleaning," shall not be done by unit members and shall be the responsibility of janitorial/maintenance personnel;
4. While in Phase 4, all K-12 students shall be required to wear facemasks in buildings/classrooms/all common areas unless medical documentation is provided. In the Center Programs, any student unable to medically tolerate a facial covering shall not be required to wear one. In addition, any student whom is incapacitated or unable to remove the facial covering without assistance shall not be required to wear one;
5. During the Phased-In Model of instruction, all elementary staff shall be provided thirty (30) minutes of planning/preparation time on Monday, Tuesday, Thursday, and Friday. On Wednesday of each week, all elementary staff shall be given eighty (80) consecutive minutes of planning/preparation time. If a teacher does not receive his/her full 200 minutes of planning/preparation time, he/she shall receive that time other days of the week or be compensated;
6. Unit members assigned Virtual Teaching shall not be required to report unless requested by his/her supervisor;
7. Employees who use time pursuant to the Families First Coronavirus Response Act (FFCRA) and are not paid their entire salary, may use accrued time to supplement the difference.

In addition, employees whom use time as provided under the extended Family and Medical Leave Act (FMLA) for child care purposes, may use accrued time to supplement the difference; and

8. In the event an employee is quarantined due to a verified work related COVID exposure/illness, he or she shall be allowed to work from home during the quarantine period. If the employee is unable to work from home due to the fact he/she is too ill or the employer is unable to accommodate a work-from-home arrangement, any days off shall be covered by the employer without the necessity for the employee to use their accrued time. The employer shall conduct contact tracing, pursuant to the Wayne County Health Department/Michigan Health Department Guidelines, to determine if a COVID exposure/illness is work related and verify that all safety protocols were followed by the employee.
9. For the 2020-21 school year, the District may adjust the report time of the teacher by up to ten (10) minutes earlier, to accommodate start times for students.
10. Due to the Phase-In schedule, the following calendar changes will be made:

Event	Original Date	Proposed Date
District PD	October 16, 2020	October 14, 2020
Elem conferences	November 19, 2020	November 18, 2020
WMS conferences	October 22, 2020	November 11, 2020

The parties agree and acknowledge this Letter of Understanding shall only apply to the 2020 - 2021 school year and shall expire at the conclusion of the school year unless the parties agree on a mutual date prior to the end of the 2020 - 2021 school year. This Letter of Understanding shall not be considered as precedent or past practice in future situations by either party. In addition, this document represents the entire agreement between the parties as to the matters addressed herein. No other agreements, including alterations/changes/modifications to the collective bargaining agreements shall be binding unless in writing and signed by both parties.

  
For the District  
10.27.20  
Date

  
For the Union  
10/27/20  
Date