

Letter of Agreement between the Portage Education Association/MEA/NEA ("Association") -
Teachers and the Portage Public Schools ("District")

Re: Paid leave during the 2020-2021 School Year due to COVID 19

The parties agree as follows:

1. Time away from work for reasons related to COVID 19 shall be paid by the District and shall not be taken from the employee's accumulated sick leave following provisions of the Federal CARES Act. Following an initial period of time off as allowed under the CARES Act, the employee shall be entitled to additional District paid time needed for up to 20 days (which shall not be taken from the employee's accumulated sick leave and may be used in appropriate increments to address COVID 19 related occurrences before using accumulated sick days) for any and all of the following: the employee is experiencing symptoms of COVID 19 and is seeking medical treatment, testing for COVID 19, waiting results of testing, retesting and awaiting results after infection and symptoms have resolved to ensure the result is no longer positive for COVID 19, recovery from COVID 19 infection, symptoms, and/or complications that arise from the infection of the virus, instances of re-infection and/or multiple cases of infection, and any other documented COVID 19 related situations which require the employee to take time away from work.
2. Bargaining unit members who have used the provisions above and who continue to experience COVID 19 related absences that use accumulated sick leave will be granted an additional 10 days of emergency sick leave if they exhaust their accumulated sick leave during the 2020-2021 school year.
3. By entering into this Agreement, neither the Board nor Association waive any other rights or protections respectively afforded to them by the terms of the CBA, except as otherwise specifically waived, modified, or relinquished.
4. This agreement expires on June 30th, 2021.

August 27, 2020

Letter of Agreement between the Portage Education Association/MEA/NEA (“Association”) -
Teachers and the Portage Public Schools (“District”)

Re: Working Conditions during the COVID Pandemic

The parties agree as follows:

1. Staff shall be provided with appropriate PPE for their assignment. This shall include, but not be limited to: masks, gloves, hand sanitizer, and eye protection. Upon request, staff working face-to-face with students shall be provided with at least five N-95 or KN-95 masks for daily use. Those staff who request the N-95 or KN-95 masks must use those masks while in the building.
2. While in phase 4 and 5, the district agrees that all classrooms and student workspaces where students are present will be cleaned by custodial staff according to health department and/or CDC guidelines during the teachers’ duty-free lunch periods and other appropriate intervals not to exceed 4 hours when students have been present. Teachers will not be required to re-enter a room that has not been cleaned during these times.
3. Teachers are not required to supervise student lunch.
4. Teachers shall not be required to supervise another class, or portion thereof, while also responsible for their own class. Elementary teachers shall not be required to supervise another class during their planning period.
5. The parties shall agree to a protocol for removing students who refuse to comply with safety protocols. Compliance with mask wearing (unless contrary to medical advice) shall be a condition of continued presence in a school building.
6. By entering into this Agreement, neither the Board nor Association waive any other rights or protections respectively afforded to them by the terms of the CBA, except as otherwise specifically waived, modified, or relinquished.
7. This agreement expires on June 30th, 2021.

August 25, 2020

Letter of Agreement between the Portage Education Association/MEA/NEA (“Association”) - Teachers and the Portage Public Schools (“District”)

Re: Further agreements relating to the COVID Pandemic

The parties agree as follows:

1. In compliance with MIOSHA, when the District is notified that a student, staff or other employee tests positive for COVID-19, the District shall ensure that the health department is immediately notified (if they were not the entity that notified the District) and will follow and support Kalamazoo County Health Department guidance on notifying others within 24 hours who may have had contact with the affected individual.
2. The life insurance policy carried by the district for each teacher shall be increased to \$40,000 for the 2020-2021 school year. This amount will be in effect within 30 days of the execution of this Agreement.
3. By entering into this Agreement, neither the Board nor Association waive any other rights or protections respectively afforded to them by the terms of the CBA, except as otherwise specifically waived, modified, or relinquished.
4. This agreement expires on June 30th, 2021.

August 25, 2020