



## 2020-2021 Reopening of Schools Letter of Agreement FAQ

1 a)

**Q. I'm teaching online and my F2F counterparts have a maximum of 14 students in their classes. Why are my online class size sections larger than F2F?**

A.

This summer principals were tasked with measuring each classroom with respect to 6ft social distancing between students and teacher, therefore every classroom and office space has a maximum occupancy. Please look for these maximum occupancy signs and request them if they are not already posted.

1b)

**Q. My online second grade class already has 28 students. I am the only online second grade teacher. What should I do when they enroll another student into my online class?**

A.

Once you have reached your class size limit of students, please remind your administrators and clerical that your class is oversize and needs leveling. The contractual class size limits still apply. The Union will press the District to make every effort possible to level classes quickly. In the event classes are not leveled, you will be eligible for over class size pay.

1c)

**Q. My school has run out of PPE and the custodians are not disinfecting classrooms, restrooms, etc. We cannot make any exceptions; this virus is highly contagious. What can I do immediately?**

A.

Notify everybody: Principal/Supervisor, District Operations 313-578-7018 of [info.reopen@detroitk12.org](mailto:info.reopen@detroitk12.org), DFT 313-875-3500, Pres. Martin 313-689-9015 or EVP Wilson 313-506-2066.

1d)

**Q. The White House is communicating that teachers who are asymptomatic do not have to quarantine, they can continue to teach F2F. This is crazy, can they do this?**

A.

The District and the Union will continue to bargain the safest and most equitable working conditions possible. Although the White House has made recommendations, DFT and the district have agreed to follow the science and set policy according to the best interest of our members, students, families, and communities.

1e)

**Q. I am a 4<sup>th</sup> grade teacher and I have 36 students participating in online instruction daily. Section 1 E of the Reopening of Schools LOA refers to a cap on oversize class pay. Does this mean if too many teachers have oversize classes I'm not eligible for oversize class payout?**

A.

Absolutely not! Section 1E mentions the pool of monies allocated for oversize pay out but the language in Section 1E ensures that even if this pool of monies is exceeded, the district will payout oversize class payout to all that are eligible, regardless of the amount over and above those funds in the oversize class payout pool. In short, there won't be a monetary cap for virtual/online classes.



2)

**Q. Who is the Labor-Management Committee on Schools Reopening?**

A. The Labor-Management Committee on Schools Reopening is made up of DFT leadership and members and appointees by the District. The Committee will work with health professionals from the city and county and other community stakeholders, who will meet and monitor regularly to ensure the safest and most equitable working conditions for members and students.

3 & 4)

**Q. I'm working online. Do I need to submit a negative COVID-19 test result and submit answers to the Daily Symptom Check?**

A. ALL employees, whether online or F2F must submit COVID-19 test result whether negative or not. Members will not be allowed to work F2F until negative test results are received by the District. The Daily Symptom Check is required for F2F members only.

**Q. I took my COVID-19 test, however, my test results aren't back yet. Can I still work F2F and what do I do?**

A. If you are still awaiting your COVID-19 test results, please notify your administrator as soon as possible regarding the delay of your results. Once your results are received, please submit your test results to the link only, do not send your test results to your administrator (to preserve your HIPAA rights). While awaiting your test results, you may be required to work online until your results are received by the District. Please submit your test results to the following district link: <https://bit.ly/dpscd-covid>

**Q. Why are employees being tested and not the students?**

A. The District is committed to providing COVID-19 education and testing to members and students whose parents consent to testing. This testing will be completed voluntarily and free of charge. Before the end of the first marking period, the District will begin a random testing program which will be free of charge and voluntary.

To date, nowhere in America have school districts required PreK-12 students to submit negative COVID-19 test results. To date, the CDC does not require or recommend testing of all PreK-12 students to return to school. The overlap between common illnesses and COVID 19 means that students with chronic illnesses may potentially be excluded from school even though they do not have COVID-19 or any other contagious illness, which would cause further disparities: poor attendance, stigma, decreased achievement, etc. All school buildings will be staffed with a nurse/medical assistant to assist in the identification and isolation of students with illnesses suspected to be contagious.



5)

**Q. My principal said I cannot work remotely because I am not a teacher. I was told I must report F2F. Is this true?**

A. This is not true. All DFT bargaining unit members, including substitutes and retirees have an option to work online or F2F. If you were not afforded this option, please notify the DFT immediately!

6a & b)

**Q. Can I collect and touch student assignments because the COVID-19 virus can live on paper and/or other surfaces for an undetermined amount of time?**

A. Please view this [link](#) regarding CDC recommendations

7)

**Q. My principal said I can only have a face shield and not a mask. I was told I cannot have both.**

A. PPE available to you: masks, face shields, gloves, gowns, and shoe coverings. If you need to wear a mask and face shield to feel safe performing your job duties, simply request it. If not, please refer to the Answer in 1C for immediate assistance.

8)

**Q. My principal told me that although I elected to work online, if I report to the building 2-3 days a week, he/she will make sure I receive Hazard Pay, is this true?**

A. Hazard Pay is for teachers who elected and are working F2F. To date, there is no such hybrid schedule. Your administrator cannot play "Let's Make A Deal," therefore this is not true.

**Q. I initially chose F2F and now I want to work online. Am I still entitled to Hazard Pay?**

A. Hazard Pay is payable each card marking. Hazard Pay will be prorated to reflect the amount of time you worked F2F.

**Q. Why doesn't the District just use Hazard Pay to increase everyone's salaries?**

A. The State of Michigan has allocated \$53 million dollars for Hazard Pay for every teacher in Michigan. This equates to roughly \$500 per teacher. The DFT negotiated with the District to add additional monies to increase the Hazard Pay to \$750 per semester (\$3000 for 4 card markings).

9)

**Q. I elected to work online, and my Principal is telling me I must come in F2F for professional development or my pay will be docked. Can this be done?**

A. ALL professional development will be conducted online this school year. Members working F2F May be asked to attend in person professional development. Social distancing, PPE and safety protocols must be adhered to for F2F work/professional development.

10)

**Q. My school is 100% online and I want to work F2F. If I go to another school, can I go back to my home school after the pandemic?**

A. If you are placed in a different school due to your selection of online/F2F for the school year, you may request with the district to return to your school of origin. These requests will be given



priority; however, placement and transfers are subjects that the Union cannot negotiate and enforce per the Michigan PERA law.

11-13)

**Q. I am ill. I do not have COVID-19 and I cannot work either online or F2F. What do I need to do?**

A. If you are unable to work at all, please complete with your physician the necessary FMLA forms found on the district website under the Benefits and Health Services Department on the district website.

**Q. I found out I was exposed to COVID-19 and now I need to quarantine at home for 14 days. My principal said I need to just use my time. What do I do?**

A. The District has agreed that in the event you need to quarantine for suspicion of COVID-19 exposure, you will be allowed to work online if asymptomatic. In the event you are too ill to work or have COVID-19 positive test results, you are entitled to paid sick-leave without using your illness bank. Please see and submit the attached documents.

- [Employee Rights for Paid Sick Leave and Expanded FMLA](#)
- [Request for a Paid Leave](#)
- [Request for Expanded FMLA](#)

14)

**Q. My child's school district is 100% online. I do not have anyone that can assist me with my children during the school day. Can I bring my children to work?**

A. Members will be allowed to bring their school aged children to work as long as their supervision and needs do not interfere with the students in his/her respective classroom.

15)

**Q. I'm working online, in my school building and my principal is telling me I must teach both online and the students in the building. This is not fair!**

A. It is not fair and is inaccurate. No member is expected to work both online and F2F—you either work online or F2F.

16 & 19)

**Q. This LOA keeps referencing working a card marking. Why are we working card marking to card marking?**

A. The Labor-Management Committee on School Reopening will meet regularly to ensure the protocols and procedures are best practices with respect to COVID-19 science, local, state, and federal regulations. The District's plan to reopen is a fluid and living document. Working conditions may need to be modified depending upon infection rates, therefore, we are cautiously approaching working conditions quarter by quarter.

**Q. Why are we not on Safety Strike? 91% of the membership voted to authorize a safety strike because schools aren't safe.**

A. The District's initial reopening plan was to reopen...no options for ancillary staff, no hazard pay, no ongoing testing protocols for students and staff. The membership spoke loudly for two major issues: online or F2F options for all bargaining unit members and hazard pay for all bargaining unit members working F2F. We achieved just that with your vote authorizing a Safety Strike. If the provisions of this LOA are not followed by the District, we still have the authority to invoke a Safety Strike.



**Q. The pandemic is not over. Why aren't schools closed all year?**

A. Gov. Whitmer has given every school district local authority to determine what is best for its respective community. Districts across the state have opted for 100% online, F2F or a hybrid of both. The DPSCD superintendent has chosen both F2F and online due to parental and member requests. Some members and parents are choosing F2F for a variety of personal reasons. During this quarter, DFT unit members are able to make the decision that is best for each respective member.

20)

**Q. What does Section 20 mean?**

A. Section 20 simply means this LOA does not release the District from any provisions of the current collective bargaining agreement—your working conditions are protected by the extended 2017-2020 CBA and this LOA.