

Memorandum of Agreement on Health and Safety for SY 2021-2022 ("MOA") Frequently Asked Questions

1. What health and safety guidance is DCPS required to follow during the 2021-2022 school year?

The MOA requires DCPS to follow health and safety guidance from the CDC, OSSE, and DC Health. DCPS must also continue to have health screenings for those entering school buildings; health isolation rooms in schools; signage regarding distancing and other health and safety guidance; floor tape to mark distancing upon Teacher request; adequate and appropriate PPE; and cleaning supplies in classrooms.

2. Will there be health and safety walkthroughs to verify that schools are safe for in-person learning and teaching?

Yes, the MOA requires walkthroughs at every school before the beginning of the term. Walkthrough team members will verify that all the items on the school building readiness checklist have been completed. The MOA updates the walkthrough guidance and checklist from those used last year to ensure that every walkthrough team member receives a copy of the completed checklist and is not required to sign the checklist until the walkthrough is completed.

If walkthrough team members are not satisfied that DCPS has completed all the items on the checklist, they should document their concerns in writing to school leadership and copy their WTU Field Representative. If concerns remain unaddressed by the school, walkthrough team members should contact their WTU Field Representative.

3. What protections does the MOA provide regarding HVAC and ventilation?

DCPS must ensure that HVAC systems at each school are serviced and operating according to manufacturer specifications. DCPS also must use MERV-13 or HEPA filters in alignment with ASHRAE recommendations.

The MOA also adopts several recommendations from experts with AFT and the Black Coalition Against COVID, including:

- a. DCPS must install indoor air quality monitors that measure CO₂ levels in each school. These monitors track air circulation and can be used to determine whether air is being properly circulated. This is an extremely useful tool in combating the coronavirus since areas with poor airflow are more likely to allow virus transmission.
- b. If the monitors show there are high levels of CO₂, DCPS must evaluate action to increase fresh airflow.
- c. DCPS must provide the WTU with monthly reports regarding ventilation and air quality. The reports will include, among other things, the air quality in schools, an infection risk index, information on when filters in schools have been changed, and CO₂ levels.

4. What does the MOA require regarding cohorts and social distancing?

Consistent with CDC guidance, DCPS shall ensure at least three feet of physical distance between people where possible. DCPS must also cohort and minimize mixing of students from different grade levels to the extent possible.

5. When is DCPS required to notify the school community regarding a positive COVID-19 case?

DCPS must notify a school community of any positive cases in schools as soon as they are permitted to do so by DC Health protocols.

6. What will the protocol be for COVID-19 testing for staff and quarantining?

DCPS is required to follow the quarantine and return-to-work clearance protocols issued by DC Health. The MOA does not cover how DCPS will implement COVID-19 testing for staff.

7. What leave am I entitled to if I test positive for COVID-19 or I am required to quarantine? Is it paid or unpaid?

Teachers who contract COVID-19 or are required to quarantine are entitled to all benefits and/or leave available under any applicable law. This [Office of Human Rights website](#) contains guidance regarding the 16 weeks of unpaid job-protected COVID-19 leave available under D.C. law through November 5, 2021. This [Office of the Attorney General website](#) contains guidance regarding the paid public emergency leave time available to eligible employees under D.C. law, which, for employees who did not already use up their entitlement to this leave earlier in the pandemic, may be used through November 5, 2021.

In addition, under the MOA, if a Teacher is required to quarantine, but is willing and able to teach remotely, DCPS shall give the Teacher the option to teach remotely and shall not require the Teacher to expend accrued sick leave.

8. Will I be required to teach both in-person and virtual students at the same time?

Teachers will not be required to provide instruction simultaneously to both in-person and virtual students (“simultaneous instruction”) except in specific circumstances set forth in the MOA. Those circumstances are as follows:

- DCPS may require Teachers to provide simultaneous instruction when a student has a documented health condition that requires the student to be taught virtually during the COVID-19 pandemic, and DCPS cannot meet its legal obligations regarding that student’s educational needs (e.g., IEP) through the DCPS Virtual Academy. DCPS may not require Teachers to provide simultaneous instruction merely for student or family convenience (e.g., if a student just prefers to stay home on a particular day).
- In addition, DCPS may also require Teachers to provide simultaneous instruction to ensure continuity of instruction if students in their classrooms are quarantined for

reasons related to the pandemic, but only if the proper technology is available and the Teachers have been trained.

- DCPS must provide Teachers who are required to provide simultaneous instruction with proper technology – a headset, a document camera, wireless speakers, and Microsoft LifeCam Studio camera, which allows a teacher to position the camera with minimal effort to capture themselves, the board or the classroom when needed.
- If a Teacher is required to teach simultaneously for a full semester, they will receive a \$1,200 stipend per semester. If a Teacher is required to teach simultaneously but not for a full semester, they will receive a one-time stipend of \$300 per semester.

9. What should I do if I believe DCPS is not following the MOA?

Contact your WTU Field Representative if you have any questions or concerns about violations of the MOA. The MOA protects Teachers against discipline, intimidation, or retaliation for reporting health and safety concerns. President Pogue-Lyons will be meeting weekly with DCPS to discuss any issues or concerns related to COVID-19.