

MEMORANDUM OF UNDERSTANDING

Waukegan School District 60, hereinafter referred to as the "District" and the Waukegan Teachers' Council, Waukegan Paraprofessionals, Waukegan Psychologists and Waukegan Professional Support Staff, all of the Lake County Federation of Teachers, Local 504, IFT-AFT/AFL-CIO, hereinafter referred to collectively as the "Unions" jointly enter into this Agreement regarding screening students, faculty or visitors during the 2020-2021 school year due to the COVID-19 pandemic. The District and the Unions shall hereinafter be referred to as the "parties."

Due to the need to check student, staff and visitor compliance with COVID self-certification upon building entry, the parties agree to the following:

1) Position Selection

A. Bargaining unit members chosen for the Morning Entry Doors Screening Position will ask for volunteers first, except that school nurses or administrators will be required to address student, staff member and visitors symptom screening concerns as they arise during their shifts. Employees who previously had morning duty will get priority requests to perform this duty, provided they do not have a class to cover.

If there are not enough volunteers, the building administrator will assign bargaining unit members, taking into consideration:

- i. Whether the bargaining unit member has an approved accommodation that would excuse the member's participation in the entry door position;
- ii. Whether the bargaining unit member falls within a high risk category;
- iii. Whether the bargaining unit member has other job related duties that would interfere with participating in screenings.

Once assigned or volunteered to Morning Entry Doors Screening Position, the individual will continue the duty through the end of the school year.

B. After Morning Entry Doors Screening Position, Security staff shall be in charge of door entry screenings. When Security is not available because of contractual breaks, lunch hour, or absences, or other reason the secretarial staff shall volunteer or be assigned. If neither of these 2 groups are available, a teacher or psychologist can voluntarily give up their prep time to take over screenings or a paraprofessional or support staff voluntarily can give up a break for the rate below.

- 2) **Training** - All staff shall receive training from the Health Services Coordinator. The initial training will be done on a State provided Professional Development Day.

3) Stipend

- i) Any bargaining unit employee who is assigned or volunteered to screen will get a yearly \$2,000 prorated stipend.
- ii) Any bargaining unit employee who is assigned or volunteered to screen for both morning and during the day will receive an additional yearly \$1,000 prorated stipend.
- iii) Any bargaining unit employee who is assigned or volunteers to substitute because regularly assigned personnel are not available will receive \$35/hour, prorated to the actual amount of time spent on duty. Parties will work together to identify a volunteer list that will be drawn from and assignments take place only if no volunteer is available. To be available, the volunteer must not be needed for direct instructional purposes or a meeting with parents and/or students at the time the need arises.

Staff participation in training is included in this stipend and does not count toward any total training time limitations in existing bargaining agreements. This stipend also supersedes and replaces the 10 minute paid morning duty stipend agreements in effect up to the date of the signing of this Agreement,

4) PPE

If requested, bargaining unit members who are screening will have access to proper fitting PPE such as KN95 masks, gloves, gowns, etc.

5) Grievance

This MOU is subject to the respective grievance procedure in each of the respective Collective Bargaining Agreements

6) Length of MOU

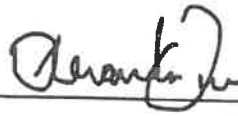
This MOU shall expire June 30, 2021 but may be extended or amended by mutual written agreement.

This Memorandum of Understanding shall be non-precedent-setting..

For the respective Unions:

 Andy Friedlieb, Teachers 2-22-21 Date

 Deborah Phelps, WPSS 2/23/21 Date

 Alexandra Ames, Psychologists 2/18/2021 Date

 Ami Montalbano, Paraprofessionals 2/24/21 Date

 Theresa Plascencia, Superintendent 2/25/21 Date

