



MTI Framework for Phased Reentry

Approved at the February 17, 2021, Special General Membership Meeting
Updated March 11, 2021 (in bold)

MTI membership presents this list of items for MMSD Superintendent Dr. Jenkin's consideration. We submit that these items and concerns need to be addressed to further ensure a safe Phased Reentry for all students, families and staff. We are committed to build a stronger sense of unity and trust across the MMSD School Community, eliminating the intentional and antiquated racial and social disparities existing in our City. We are prepared to engage in Collaborative Problem Solving with MMSD administration and any other groups necessary to accomplish our shared vision around safety and equity.

This is an outline of these items.

1. Employment and Staffing with Humanity at the Center
 - Reparations- Employees currently working in person (prior to March 1) shall be provided additional compensation for their service during the current school year
 - **A group of members including ESEA, MTI, AFSCME and Building/Trades is meeting to prepare for discussions with MMSD on this and other topics identified by the group.**
 - **Concerns about the term reparations have been raised. This term was proposed by Dr. Jenkins in response to concerns about using Hazard Pay. MTI is committed to hearing our members' concerns and will be responsive to them.**
 - Every effort shall be made to provide active employment for staff whether in-person or virtual. MMSD will work with MTI to identify procedures to provide employment during transitions and avoid losing valuable employees. This includes accommodations for individual/family medical as well as childcare needs
 - Substitutes shall be employed and provided with the necessary training and equipment to engage in in-person or virtual work
 - MMSD shall work with MTI to identify ways to provide employment stability for staff to improve staff retention and support student needs
 - All Handbook policies will be followed including planning time, duty free lunch and scheduling. The 4.5 hours of contracted planning time must be spread out over several school days.
 - MMSD will provide clarity for staff around use of personal illness time and avail every resource to support staff impacted by COVID-19
 - Granting telework accommodations for staff who are at increased risk and/or who have family members in proximity with increased risk, to the extent operationally feasible.

- o **MTI staff and elected leaders have advocated for all of these and continue to support members in protecting and enforcing existing rights, obtaining needed accommodations and other actions.**
- 2. Safety Protocols
 - o MMSD will clearly articulate safety protocols and expectations around layered mitigation and support enforcement of these for students and staff
 - **MTI has been present during discussions involving metrics and advanced member concerns. Medical professionals have responded to these concerns and advocated support for MMSD's Phased Reentry plan.**
 - **MTI members are empowered at their worksites to ensure mutual accountability on safety and staffing protocols including enforcement of violations.**
 - o Staffing and instructional models will minimize the number of students and staff in any learning/working space, and limit the number of environments staff are working in.
- 3. Vaccines
 - o All staff currently working in person will be given the opportunity to receive full inoculation before any additional staff members are asked to report to buildings.
 - o Any additional staff asked to return to buildings must also subsequently be given the opportunity for full inoculation before returning to the building.
 - o **At the present time all staff have been given the opportunity to be vaccinated. Full inoculation may occur for some staff prior to reentry depending on when the vaccine was administered.**
- 4. Testing and Notification
 - o Given that a significant amount of the spread of COVID-19 is by asymptomatic individuals MMSD should test all students and staff working in-person weekly and should share a plan for this to occur.
 - o Recognizing confidentiality MMSD shall provide notification of positive tests, closings and other information necessary for the continued safety of all
 - o **This is currently happening.**
 - o There will be additional weekly random testing of staff and students.
 - o Self Screener
 - o **MTI continues to advocate for robust testing. Plans for symptomatic testing are in place and work continues around asymptomatic testing based in part on availability of tests.**
- 5. Personal Protective Equipment
 - o All those who enter MMSD facilities will have access to PPE. Employees should have direct and easy access to the highest level of PPE needed and shall be trained to effectively use these protections
 - o **MMSD has stated that PPE is available to staff at each school/worksite.**
- 6. Ventilation and Air Quality
 - o MMSD shall show metrics and building-by-building steps have been taken to address air quality concerns including potential CO2 testing to show air flow in occupied spaces.
 - o Indoor air quality monitoring will be used as the method for verification of adequate ventilation in each building.
 - o **MTI pushed for MMSD to conduct a third party review of the work that has been done with ventilation systems.**
- 7. Closings Due to COVID-19

- o MMSD shall share metrics and procedures used to determine closing protocols at all levels and will commit to adhering to those metrics for the remainder of the 2020-21 school year.
- o **This is an area that needs additional advocacy.**
- 8. Staff Voice and Participation in Planning/Implementing Phased Reentry
 - o Elected MTI representatives or their designee shall be equal partners in all discussions and planning at their school/worksite and at the district level. This includes, but is not limited to Collaborative Problem Solving, SBLT, and Reentry teams.
 - o MMSD commits to clear and timely communication to staff, including accurately representing MTI's positions in communications with staff and the public.
 - o Issues that are identified in collaborative discussions or walkthroughs are addressed and resolved in a timely manner before buildings are cleared to open.
 - o Staff will be given adequate advance notice of major decisions which are communicated to the public.
 - o **There is a commitment from MMSD to strengthen and further develop collaborative structures that empower school/worksite leaders.**
 - o **MTI is actively supporting members in their advocacy.**
- 9. Instructional Models
 - o Employee voice will be included in meaningful ways in planning for instructional delivery and support for students to maximize safety and equity.
 - This includes plans to reflect and adjust based on evidence and experience
 - Joint advocacy to eliminate standardized testing mandates
 - o An alternative to concurrent/hybrid teaching will be developed for elementary school teaching.
 - o Creating a committee to explore the creation of a virtual campus for the present and future in MMSD.
 - o **This work is ongoing as members organize to advocate for our students and each other.**
- 10. Special Education, Bilingual & Support Services (OT, PT, SLP, etc.)
 - o A cap on the total number of environments that Special Education, Bilingual and Support Services staff can engage with.
- 11. Shared Vision and Advocacy
 - o MTI shares a vision with MMSD where our students, families and staff do not return to the old normal. While we are currently in a health crisis, we must not lose sight of the future. To move our work forward we will engage in:
 - Joint advocacy for full funding of public education
 - Advocacy at the state and national level on educational issues
 - A joint committee focused on attracting and retaining staff of color to MMSD
 - Joint committees focused on innovative and equitable practices around curriculum and educational and employment policies