

**SUMMARY OF TENTATIVE AGREEMENT
2020 SCHOOLS REOPENING MOUs**



Call for Ratification of Temporary Agreements- *In light of ongoing contract bargaining, the current ratification vote will be limited to temporary agreements covering working conditions during the ongoing COVID public health crisis. These temporary agreements expire within or at the conclusion of the current contract year unless extended through negotiation.*

****Regular contract ratification –including economic settlement—will occur upon conclusion of 2020-21 negotiations***

TEMPORARY AGREEMENTS:

MOU –Extension of Certification – this agreement ensures that teachers whose certificate would have expired in June 2020 will be retained on contract through the FLDOE’s extension of deadline to recertify.

MOU – Work Calendar Adjustment – agreement acknowledging adjustments to the instructional work calendar to accommodate delayed return for students and additional planning and preparation time during pre-school days; eliminates Nov 3rd and two post-school days, and reduces work hours on PD and end of semester early release days.

MOU –Hybrid Classrooms– this agreement ensures limited implementation of simultaneous instruction courses, counts students participating in digital home learning in class size, and provides a stipend to teachers assigned hybrid classes; prohibits requirement of recording digital home learning and ensures that student absences from digital home learning will be addressed in the same manner as brick and mortar absences; establishes means by which the creation and reduction of hybrid classes can be monitored by the association.

MOU –eSchool Temporary Assignment– this agreement provides a temporary and voluntary assignment process for eSchool positions created in response to increased demand for online instruction; ensures that as eSchool allocations are adjusted due to reduced demand, teachers returning to brick and mortar instruction will be provided planning/transition time; prioritizes returning temporarily assigned teachers to their original school or worksite.

MOU –Reopening Schools- Working Conditions– agreement regarding general working conditions for reopening of schools, including:

- Limitation on meetings (virtual when possible, limited group size and social distancing to the extent possible)
- Adequate provisions for cleaning and sanitizing supplies, available upon request
- Availability of personal protection equipment
- Limitation on use of ESE co-teachers for non-instructional coverage
- Teacher authority and protection for enforcement of safety protocols
- Leaves recording of live lessons to teacher discretion
- Requires that parents and students in hybrid classes be notified of FERPA privacy rights and the district Code of Civility
- Teacher protections against unauthorized recordings
- Grading autonomy
- Remote work options for teachers quarantined due to exposure at work
- Protection against discipline and evaluation impacts for use of leave with medical documentation
- Clarification of observation process for teachers serving both brick and mortar and digital
- Suspension of Pay for Performance for 2020-21
- Clarification of supplement payments for regular, shortened or cancelled athletic seasons