

MEMORANDUM OF UNDERSTANDING
Between the
LEON COUNTY SCHOOL DISTRICT
And the
LEON CLASSROOM TEACHERS ASSOCIATION


Whereas the parties agree that for the 2020-2021 School Year, the District acknowledges that because of the COVID-19 Pandemic, we suspended some ways of work which limited the public, parents, and teachers who would otherwise be permitted to attend a high school athletic events with their district issued ID badge free of charge.

Due to the COVID 19 Pandemic, you are aware that all aspects of the District have been affected, including athletics.

With that being said, the District has agreed that teachers with student athletes and with the appropriate credentials outlined in the CBA will be admitted into their athlete's event for free. Teachers who do not have an athlete but would like to support their students by attending an event should reach out to the school athletic director or coach to learn of possible attendance limitations due to the location of where the event takes place and the numbers of persons allowed to attend. This will be a case by case decision until the pandemic subsides.

We acknowledge that every teacher may not be allowed to attend every sporting event at the high school level due to COVID-19 restrictions. LCS will continue to work with LCTA on a path forward as the pandemic evolves.

This Memorandum of Understanding shall expire June 30, 2021.



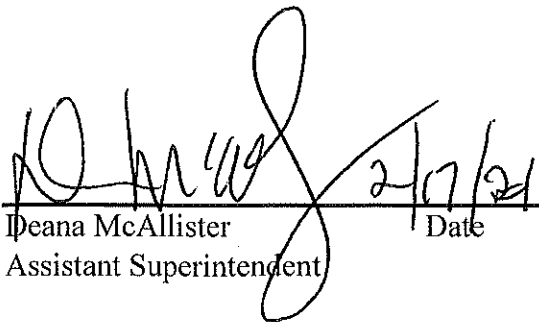
Rocky Hanna
Superintendent

2/18/2021
Date



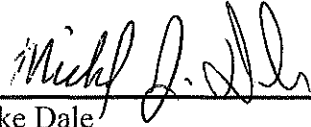
Scott Mazur
President, LCTA

2/17/2021
Date



Deana McAllister
Assistant Superintendent

2/17/21
Date



Mike Dale
Bargaining Chair, LCTA

2/23/2021
Date

MEMORANDUM OF UNDERSTANDING

Between the

LEON COUNTY SCHOOL DISTRICT

And the

LEON CLASSROOM TEACHERS ASSOCIATION

Whereas the parties agree that for the 2020-2021 School Year, that due to Covid-19 protocols and responsibilities for teachers and school administrators, there is a need to reduce the number of teacher evaluations for this school year only.

TERC (Teacher Evaluation Review Committee) agreed in the Fall of 2020 to suspend all Informal Observations for the 2020-21 school year.

In addition, during this unprecedented time, schools (teachers) have provided instruction through different teaching models. School administrators have also added new students to classrooms during each of the nine week grading periods so far this year, and the district along with school officials continue to quarantine students and staff as needed due to exposure to Covid-19. Accordingly, the TERC would like to decrease the number of teacher evaluations for the 2020-21 school year as follows:

	Formal Observation(s)	Informal Observation(s)	Walk-Through Observation(s)
Category 1A	2	0	2
Category 1	1	0	1
Category 2	1	0	0
Category 3	1	0	0

Instructional staff who are scoring below "Effective" on their Instructional Practice Score shall have the opportunity to schedule additional observations.

This MOU will sunset on June 30, 2021.


_____ 2/19/2021

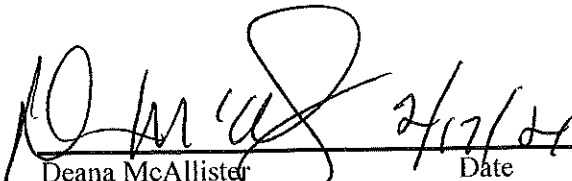
Rocky Hanna
Superintendent

Date


_____ 2/17/2021

Scott Mazur
President, LCTA

Date


_____ 2/17/21

Deana McAllister
Assistant Superintendent

Date


_____ 2/23/2021

Mike Dale
Bargaining Chair, LCTA

Date

Memorandum of Understanding

Between

The District School Board of Leon County

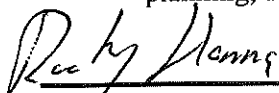
The Leon County Teachers Association

Whereas the parties agree that for the 2020-2021 School Year, **Hartsfield Elementary School** was rated by the Florida Department of Education to be in the "Lowest 300."

Whereas HB 7069 amended Florida Statutes 1001.42(21) to allow parties to negotiate special provisions of its contract with bargaining units to free schools with a school grade of "D" with the ability to implement interventions and strategies needed to improve student performance. The intent of the School Board of Leon County, Florida and the Leon County Teachers Association is to address and implement the statutory requirements associated with the "Lowest 300."

Accordingly, the parties have identified the following programs and strategies to improve student performance pending approval of the Department of Education:

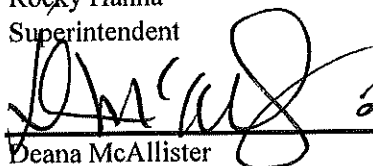
1. The student contact time will increase by 1.25 hours.
2. Accordingly, teachers will be compensated at their hourly rate for the additional time beyond the contracted day.
3. The school's starting and stopping time will need to be adjusted as follows:
 - a. Student Instructional Day: 8:15 AM-2:50 PM
 - b. Teacher Instructional Day: 7:45 AM-3:30 PM
4. Special emphasis on reading and math instruction will be developed and strategies implemented throughout the school year with guidance from school leadership, the math and reading coaches and classroom teachers.
5. The additional 15 minutes of instruction must be provided only by teachers or reading specialists who are effective in reading or by a K-5 mentoring program that is supervised by a teacher who is effective at teaching reading.
6. "Effective in teaching reading" is defined as teachers who demonstrate increased student achievement in reading using the following progress monitoring tools: iReady, STAR and FSA Reading assessments with deliberate practice results.
7. Collaborative planning based on progress monitoring data and grade level standards.
8. One day of each week, the teachers work day will be extended by 45 minutes and teachers will be compensated. This time may include but is not limited to teacher led planning, administrative led planning, data chats or professional development/learning.

 2/22/2021

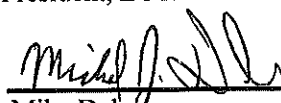
Rocky Hanna Date
Superintendent

 2/23/2021

Scott Mazur Date
President, LCTA

 2/23/2021

Deana McAllister Date
Assistant Superintendent

 2/23/2021

Mike Dale Date
Bargaining Chair, LCTA

Memorandum of Understanding

Between

The District School Board of Leon County

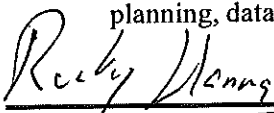
The Leon County Teachers Association

Whereas the parties agree that for the 2020-2021 School Year, **Oak Ridge Elementary School** was rated by the Florida Department of Education to be in the "Lowest 300."

Whereas HB 7069 amended Florida Statutes 1001.42(21) to allow parties to negotiate special provisions of its contract with bargaining units to free schools with a school grade of "D" with the ability to implement interventions and strategies needed to improve student performance. The intent of the School Board of Leon County, Florida and the Leon County Teachers Association is to address and implement the statutory requirements associated with the "Lowest 300."

Accordingly, the parties have identified the following programs and strategies to improve student performance pending approval of the Department of Education:

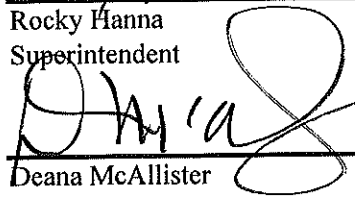
1. The student contact time will increase by 1.25 hours.
2. Accordingly, teachers will be compensated at their hourly rate for the additional time beyond the contracted day.
3. The school's starting and stopping time will need to be adjusted as follows:
 - a. Student Instructional Day: 8:15 AM-2:50 PM
 - b. Teacher Instructional Day: 7:45 AM-3:30 PM
4. Special emphasis on reading and math instruction will be developed and strategies implemented throughout the school year with guidance from school leadership, the math and reading coaches and classroom teachers.
5. The additional 15 minutes of instruction must be provided only by teachers or reading specialists who are effective in reading or by a K-5 mentoring program that is supervised by a teacher who is effective at teaching reading.
6. "Effective in teaching reading" is defined as teachers who demonstrate increased student achievement in reading using the following progress monitoring tools: iReady, STAR and FSA Reading assessments with deliberate practice results.
7. Collaborative planning based on progress monitoring data and grade level standards.
8. One day of each week, the teachers work day will be extended by 45 minutes and teachers will be compensated. This time may include but is not limited to teacher led planning, administrative led planning, data chats or professional development/learning.


Rocky Hanna
Superintendent

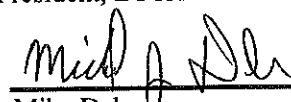
2/23/2021
Date


Scott Mazur
President, LCTA

2/23/2021
Date


Deana McAllister
Assistant Superintendent

2/23/2021
Date


Mike Dale
Bargaining Chair, LCTA

2/23/2021
Date

Memorandum of Understanding

Between

The District School Board of Leon County


The Leon County Teachers Association

Whereas the parties agree that for the 2020-2021 School Year, **Pineview Elementary School** was rated by the Florida Department of Education to be in the "Lowest 300."

Whereas HB 7069 amended Florida Statutes 1001.42(21) to allow parties to negotiate special provisions of its contract with bargaining units to free schools with a school grade of "D" with the ability to implement interventions and strategies needed to improve student performance. The intent of the School Board of Leon County, Florida and the Leon County Teachers Association is to address and implement the statutory requirements associated with the "Lowest 300."

Accordingly, the parties have identified the following programs and strategies to improve student performance pending approval of the Department of Education:

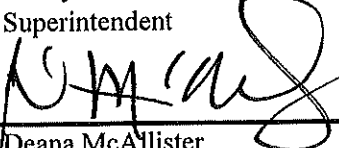
1. The student contact time will increase by 1.25 hours.
2. Accordingly, teachers will be compensated at their hourly rate for the additional time beyond the contracted day.
3. The school's starting and stopping time will need to be adjusted as follows:
 - a. Student Instructional Day: 8:15 AM-2:50 PM
 - b. Teacher Instructional Day: 7:45 AM-3:30 PM
4. Special emphasis on reading and math instruction will be developed and strategies implemented throughout the school year with guidance from school leadership, the math and reading coaches and classroom teachers.
5. The additional 15 minutes of instruction must be provided only by teachers or reading specialists who are effective in reading or by a K-5 mentoring program that is supervised by a teacher who is effective at teaching reading.
6. "Effective in teaching reading" is defined as teachers who demonstrate increased student achievement in reading using the following progress monitoring tools: iReady, STAR and FSA Reading assessments with deliberate practice results.
7. Collaborative planning based on progress monitoring data and grade level standards.
8. One day of each week, the teachers work day will be extended by 45 minutes and teachers will be compensated. This time may include but is not limited to teacher led planning, administrative led planning, data chats or professional development/learning.



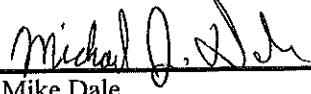
Rocky Hanna 2/23/2021
Superintendent Date



Scott Mazur 2/23/2021
President, LCTA Date



Deana McAllister 2/23/21
Assistant Superintendent Date



Mike Dale 2/23/2021
Bargaining Chair, LCTA Date