

MEMORANDUM OF UNDERSTANDING

BETWEEN THE SCHOOL BOARD OF LEON COUNTY, FLORIDA AND THE
LEON CLASSROOM TEACHERS ASSOCIATION

This Memorandum of Understanding is made on this 2012 day of October 2020, by and between the Leon County School Board of Florida ("LCS" or the "District") and the Leon Classroom Teachers Association (LCTA) hereinafter collectively referred to as "the parties."

Purpose:

The purpose of this Memorandum of Understanding is to memorialize the parties' agreement regarding the reopening of Leon County Schools for the 2020-2021 School Year

~~In a manner that prioritizes best pedagogical practices and the safety and wellbeing of Leon children, families, employees and the community.~~

WHEREAS, the global Coronavirus pandemic ("COVID-19" or "pandemic") has forced changes in the manner in which teachers deliver and students receive their education.

WHEREAS, the parties recognize that while the manner in which we engage has changed, the expectation to provide students with equal access to a high-quality education has not. The parties are committed to ensuring that exceptional learning continues amidst the COVID-19 Pandemic.

~~WHEREAS, a plan to reopen schools safely demands transparency, comprehensive communication, and meaningful partnership with stakeholders including local health authorities, parents, students, employees, and other community partners.~~

NOW, THEREFORE, the parties mutually agree on the best practices and safety procedures for the reopening of LCS as follows:

~~The above recitals are hereby adopted and incorporated in this section as if fully set forth herein.~~

EMPLOYEE WORK YEAR

The Leon County School Board shall implement an additional planning day for teachers on November 2, 2020. The purpose of the planning day is to provide additional uninterrupted planning time for teachers. During this time teachers may engage in individual or group planning at the teacher's choice. No mandatory school wide meetings, faculty meetings, or professional development trainings shall be scheduled during this planning day.

For teacher planning days during the 2020-2021 school year, teachers may engage in individual or group planning at the teacher's choice. School administrators may also plan, but will make every effort not to take up a full day, school wide meetings, faculty meetings, or professional development trainings shall be scheduled during the following planning days:

- October 30, 2020
- January ~~15~~ 19, 2021
- April 5, 2021

Every effort will be made by administrators to not schedule full day meetings as set forth above. No more than three (3) hours will be used for scheduled meetings, etc.

COMPENSATORY TIME

Compensatory time shall be earned when a teacher:

- *request* Is ~~required~~ to sit with students during the regular scheduled lunchtime.
- Acts as a substitute teacher ~~Subs~~ in a classroom.
- Is ~~required~~ requested to attend an activity beyond the contract day.
- ESE teachers – IEPs must be worked on at school after the normal work day, and not at home. The granting of comp time will be pre-approved by the school administrator upon an explanation of special circumstances.

For the 2020-2021 school year only, ~~compensatory~~ time shall carry over to the 2021-2022 school year only and carries to another school if a teacher transfers.

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Comp time may be used:

- During the school day when agreed upon by both parties and the overall operation of the school is not adversely affected.
- During an emergency situation, at the principal's discretion.
- Teachers have the option of using comp time in lieu of sick leave. Every effort will be made to approve such time as requested by the teacher.

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COMPENSATORY TIME DOCUMENTATION

- **The Labor and Employee Relations Office in conjunction with the Benefits and Human Resources' Offices will work with the LCTA Board to create a form that will be utilized by each site to document the Comp time earned and used. Teachers and Administrators must sign off to insure that...the time recorded and used is accurate.**

Terms and Conditions:

This Agreement sets forth an entire agreement between the parties hereto and shall supersede any and all prior agreements or understandings between the parties; except that all other provisions of the parties' Collective Bargaining Agreements remain in full effect and in the event of a conflict between this Memorandum of Understanding and the parties' Collective Bargaining Agreements, the Collective Bargaining Agreements shall prevail unless mutually agreed by the parties in writing.

This Agreement may not be amended except by a written agreement signed by the parties.

Duration:

This Memorandum shall commence effective from the date of Board approval and LCTA ratification and shall sunset on June 30, 2021 School Year **except for the carryover of unused comp time for the 2021-22 school year** unless otherwise mutually agreed to by the parties in the writing.

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Executed on this day, **2012**th of October 2020.

3. LCTA rese. LCTA reserves the right to change, modify, introduce, amend or
rescind any proposals.

Rocky Hanna 10/20/2020 Scott Mazur 10/20/2020
Rocky Hanna Date Scott Mazur Date
Superintendent President, LCTA

Deana McAllister 10/20/2020 Mike Dale 10/20/2020
Deana McAllister Date Mike Dale Date
Assistant Superintendent Bargaining Chair, LCT

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