

Memorandum of Understanding
Between
Charlotte County Public Schools
And
Charlotte FEA

The School Board of Charlotte County Public Schools (CCPS) and the Charlotte FEA (CFEA) recognize that our students are entitled to the best possible education, even in unprecedented times of emergency. This MOU temporarily modifies the terms and conditions of employment as stated in the Collective Bargaining Agreement with CFEA. In order to ensure that learning continues during the emergency closure of schools related to COVID-19, or in the event of teachers' prolonged absence due to mandatory quarantine, CCPS and the CFEA agree to the following provisions:

- Both parties recognize the need to ensure that learning continues and for all instructional staff to provide instruction remotely using various online learning management systems.
- Teachers will not be required to report to their respective schools or work sites during this time but will retain access to and use of their classrooms/work sites, as needed, to support their professional responsibilities under the *Instructional Continuity Plan*.
- CCPS and CFEA are committed to supporting students and families in making sure that learning continues. Students and their teachers have a suite of electronic/online grade-level appropriate academic tools available to them.

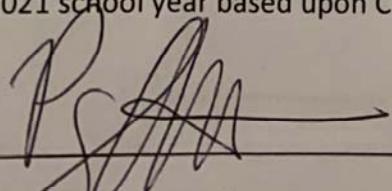
In order to implement effectively a distance learning platform as a result of the emergency closure of schools, CCPS is providing the use of a number of online learning managements systems as the instructional tools to facilitate online learning. This will provide teachers with platforms to communicate with students, share files and curriculum content, and deliver online content modules to ensure that learning continues.

To inform teachers of the instructional materials available to them and how to integrate them with the various online learning management systems, informational sessions will be delivered virtually. The details of the plan and all associated materials can be found on the district website. Teachers are expected to identify and participate in relevant and appropriate online training to establish a level of professional competency with the online learning management systems.

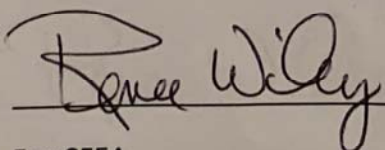
As teachers will continue to be compensated during this emergency closure of schools, it is expected that they will provide office hours that are no fewer than four [4] hours per day during their regular work hours. Teachers are expected to return parent and student contact within one workday. This will provide students with teacher interaction via email, telephone, and/or through the online learning management systems. All teachers are strongly encouraged to utilize their District issued devices to facilitate teaching and communication needs, and use the Remind communication system for all student and parent contact (including texting and voice calls) outside of the learning management systems, and must abide by School Board Policy 7540.04 available [here](#). Employees who utilize their personal communication devices during this time will not be eligible for reimbursement.

Once schools reopen, any teacher requiring quarantine or self-isolation will need to provide emergency lesson plans to their administrator for ten [10] days of instruction.

This MOU will sunset on June 30, 2020. Both parties agree to revisit this MOU if the situation improves or for the 2020-2021 school year based upon Center for Disease Control and Prevention updates.



For CCPS
Date: 3/21/2020



For CFEA
Date: 3/21/2020