

MEMORANDUM OF UNDERSTANDING
BETWEEN
CHARLOTTE COUNTY PUBLIC SCHOOLS (CCPS)
AND
CHARLOTTE COUNTY SUPPORT PERSONNEL ASSOCIATION (CCSPA)

The parties to this Memorandum of Understanding (MOU) are the Charlotte County Public Schools (CCPS/District) and the Charlotte County Support Personnel Association (CCSPA).

The CCSPA is the certified bargaining agent for all instructional staff in Charlotte County Public Schools and has a collective bargaining agreement in full force and effect with CCPS.

Believing that a traditional brick-and-mortar schooling model for education far exceeds the effectiveness of an eLearning model in an elementary environment, and in light of the continuing state of emergency resulting from the COVID-19 pandemic, Charlotte County Public Schools will be moving all year-round schools to the regular school calendar for the 2020-2021 calendar year. Due to this pandemic, members of the CCSPA leadership have been meeting, almost daily since mid-March, with Human Resources, the Division of Learning, and other members of District leadership to discuss topics that impact our students and employees. The teams are proud of their work together and continue to enjoy a collaborative relationship as we work through this issue and any others that may emerge. The District and the CCSPA are committed to working together to limit the negative impact on all of our CCPS employees. To these ends, the parties agree to the following:

1. Staff members on the following Year-Round calendars will be modified for the 2020-2021 school year as described below:
 - a. 187-day calendar
 - b. 188-day calendar
 - c. 194-day calendar
 - d. 214-day calendar
 - e. 229-day calendar.
2. Staff members on the 205-day Year-Round Bus Driver calendar will be modified for the 2020-2021 school year to a 186-day Bus Driver Calendar.
3. The assigned workdays from August 10, 2020 through June 30, 2021 shall be the same as those of Regular Calendar school employees.
4. Employees who work on a Year-Round Calendar will be paid on the previously-determined Year-Round Pay Calendar beginning July 22, 2020.
5. Employees who work on a Year-Round Calendar who have planned and paid for travel and vacations prior to the date of this MOU may present proof of such purchase and be held harmless from discipline regarding Leave Without Pay during such time if such absences aligned with the previous Year-Round Schedule. Such employees will be expected to utilize available leave time if available, first from personal leave balances and secondly from sick leave balances.
6. Employees who separate from employment prior to working an equivalent amount to their received salary may be subject to discipline and/or recovery of any overpayment by the District.
7. This Memorandum of Understanding sunsets on June 30, 2021 and beyond that date is non-precedent setting on either party, nor does it constitute a new practice beyond that date.

For the District

Patrick Keegan
Printed Name

Date

5/26/2020

AST Supt-HR

For the CCSPA

Mark Holt
Printed Name

Date

5/26/2020

Mark Holt



YRS Draft Food Service Staff Calendar | 2020-2021

JULY '20						
M	T	W	Th	F	SD	ED
		1	2	3		
6	7	8	9	10		
13	14	15	16	17		
20	21	22	23	24		1
27	28	29	30	31		

24 First day for YR FS Staff
27-31 Employee day Off

JANUARY '21						
M	T	W	Th	F	SD	ED
				1		93
4	5	6	7	8	91	96
11	12	13	14	15	96	101
18	19	20	21	22	100	105
25	26	27	28	29	105	110

1 New Year's Day (Pd Holi #3)
4 Winter Break FS Staff Off
5 Hurricane Make Up Day #1
FS Staff Off
18 MLK Day FS Staff Off

AUGUST '20						
M	T	W	Th	F	SD	ED
3	4	5	6	7	0	2
10	11	12	13	14	5	7
17	18	19	20	21	9	11
24	25	26	27	28	14	16
31					15	17

3-5 Employee Day Off
7 Employee Day Off
10 First Day for students
18 No Students/FS Staff Off

FEBRUARY '21						
M	T	W	Th	F	SD	ED
1	2	3	4	5	110	115
8	9	10	11	12	115	120
15	16	17	18	19	118	123
22	23	24	25	26	123	128

15 Presidents' Day- Employees Off
16 Hurricane Make Up Day #2
FS Staff Off

SEPTEMBER '20						
M	T	W	Th	F	SD	ED
	1	2	3	4	19	21
7	8	9	10	11	23	25
14	15	16	17	18	28	30
21	22	23	24	25	33	35
28	29	30			36	38

7 Labor Day- Employees Off

MARCH '21						
M	T	W	Th	F	SD	ED
1	2	3	4	5	128	133
8	9	10	11	12	133	138
15	16	17	18	19	133	138
22	23	24	25	26	137	142
29	30	31			140	145

15-19 Spring Break
22 No Students/FS Staff Off

OCTOBER '20						
M	T	W	Th	F	SD	ED
			1	2	39	40
5	6	7	8	9	43	45
12	13	14	15	16	47	49
19	20	21	22	23	52	54
26	27	28	29	30	57	59

12 No Students/FS Staff Off

APRIL '21						
M	T	W	Th	F	SD	ED
			1	2	141	147
5	6	7	8	9	146	152
12	13	14	15	16	151	157
19	20	21	22	23	156	162
26	27	28	29	30	161	167

2 No School- Paid Holiday (#4)

NOVEMBER '20						
M	T	W	Th	F	SD	ED
2	3	4	5	6	61	63
9	10	11	12	13	66	68
16	17	18	19	20	71	73
23	24	25	26	27	73	76
30					74	77

3 Election Day - FS Staff Off
26 Thanksgiving (Pd Holi #1)
25-27 Thanksgiving Break

MAY '21						
M	T	W	Th	F	SD	ED
3	4	5	6	7	166	172
10	11	12	13	14	171	177
17	18	19	20	21	176	182
24	25	26	27	28	180	187
31						

27 Last day for Students
28 Last Day for FS Staff
31 Memorial Day Employees

DECEMBER '20						
M	T	W	Th	F	SD	ED
	1	2	3	4	78	81
7	8	9	10	11	83	86
14	15	16	17	18	88	91
21	22	23	24	25		92
28	29	30	31			92

25 Christmas (Pd Holi #2)
21-31 Winter Break

JUNE '21						
M	T	W	Th	F	SD	ED
	1	2	3	4		
7	8	9	10	11		
14	15	16	17	18		
21	22	23	24	25		
28	29	30				

1 Hurricane Make Up Day #3
FS Staff Off

Hurricane Make Up Day

FS Staff Off/ Unpaid
Everyone Off/ Paid Holiday

MSH 5/26/2020



188 YRS Draft Employee Calendar | 2020-2021

JULY '20						
M	T	W	Th	F	SD	ED
		1	2	3		
6	7	8	9	10		1
13	14	15	16	17		2
20	21	22	23	24		
27	28	29	30	31		

- 4 Independence Day
- 10 First Day for 188 YRS Employees
- 14-31 Employee Day Off

JANUARY '21						
M	T	W	Th	F	SD	ED
				1		95
4	5	6	7	8	91	98
11	12	13	14	15	96	103
18	19	20	21	22	100	107
25	26	27	28	29	105	112

- 1 New Year's Day (Pd Holi #3)
- 4 Last Day of Winter Break
- 5 Hurricane Make Up Day #1
- 18 MLK Day- Employees Off

AUGUST '20						
M	T	W	Th	F	SD	ED
3	4	5	6	7	0	3
10	11	12	13	14	5	8
17	18	19	20	21	9	13
24	25	26	27	28	14	18
31					15	19

- 3-4 Employee Day Off
- 6-7 Employee Day Off
- 10 First Day for Students

FEBRUARY '21						
M	T	W	Th	F	SD	ED
1	2	3	4	5	110	117
8	9	10	11	12	115	122
15	16	17	18	19	118	125
22	23	24	25	26	123	130

- 15 Presidents' Day- Employees Off
- 16 Hurricane Make Up Day #2

SEPTEMBER '20						
M	T	W	Th	F	SD	ED
	1	2	3	4	19	23
7	8	9	10	11	23	27
14	15	16	17	18	28	32
21	22	23	24	25	33	37
28	29	30			36	40

- 7 Labor Day- Employees Off

MARCH '21						
M	T	W	Th	F	SD	ED
1	2	3	4	5	128	135
8	9	10	11	12	133	140
15	16	17	18	19	133	140
22	23	24	25	26	137	144
29	30	31			140	147

- 15-19 Spring Break
- 22 Teacher Work Day - 188 Off

OCTOBER '20						
M	T	W	Th	F	SD	ED
			1	2	39	42
5	6	7	8	9	43	47
12	13	14	15	16	47	51
19	20	21	22	23	52	56
26	27	28	29	30	57	61

- 12 Teacher Work Day - 188 Off

APRIL '21						
M	T	W	Th	F	SD	ED
			1	2	141	149
5	6	7	8	9	146	154
12	13	14	15	16	151	159
19	20	21	22	23	156	164
26	27	28	29	30	161	169

- 2 No School- Paid Holiday (#4)

NOVEMBER '20						
M	T	W	Th	F	SD	ED
2	3	4	5	6	61	65
9	10	11	12	13	66	70
16	17	18	19	20	71	75
23	24	25	26	27	73	78
30					74	79

- 3 Employee Day Off
- 26 Thanksgiving (Pd Holi #1)
- 25-27 Thanksgiving Break

MAY '21						
M	T	W	Th	F	SD	ED
3	4	5	6	7	166	174
10	11	12	13	14	171	179
17	18	19	20	21	176	184
24	25	26	27	28	180	188
31						

- 27 Last day for 188 Employee
- 28 Hurricane Make Up Day #3

DECEMBER '20						
M	T	W	Th	F	SD	ED
	1	2	3	4	78	83
7	8	9	10	11	83	88
14	15	16	17	18	88	93
21	22	23	24	25		94
28	29	30	31			

- 25 Christmas (Pd Holi #2)
- 21-31 Winter Break

JUNE '21						
M	T	W	Th	F	SD	ED
	1	2	3	4		
7	8	9	10	11		
14	15	16	17	18		
21	22	23	24	25		
28	29	30				

Hurricane Make Up Day

188 Employees Off/ Unpaid
Everyone Off/ Paid Holiday

MLH 5/26/2020



Draft 194 YRS Calendar | 2020-2021

JULY '20						
M	T	W	Th	F	SD	TD
		1	2	3		
6	7	8	9	10		2
13	14	15	16	17		3
20	21	22	23	24		
27	28	29	30	31		

- 4 Independence Day
- 9 First Day for Nurses
- 14-31 Employee Day Off

JANUARY '21						
M	T	W	Th	F	SD	TD
				1		98
4	5	6	7	8	91	102
11	12	13	14	15	96	107
18	19	20	21	22	100	111
25	26	27	28	29	105	116

- 1 New Year's Day (Pd Holi #3)
- 4 Hurricane Make Up #1
- 5 Teacher Work Day
- 5 Hurricane M.U. #1 (Students)
- 6 Students Return from Break
- 18 MLK Day- Employees Off

AUGUST '20						
M	T	W	Th	F	SD	TD
3	4	5	6	7	0	4
10	11	12	13	14	5	9
17	18	19	20	21	9	14
24	25	26	27	28	14	19
31					15	20

- 3 Employee Day Off
- 5 Employee Day Off
- 10 First Day for Students
- 18 Teacher PD Day - District

FEBRUARY '21						
M	T	W	Th	F	SD	TD
1	2	3	4	5	110	121
8	9	10	11	12	115	126
15	16	17	18	19	118	129
22	23	24	25	26	123	134

- 15 Presidents' Day- Employees Off
- 14 Hurricane Make Up #2

SEPTEMBER '20						
M	T	W	Th	F	SD	TD
	1	2	3	4	19	24
7	8	9	10	11	23	28
14	15	16	17	18	28	33
21	22	23	24	25	33	38
28	29	30			36	41

- 7 Labor Day- Employees Off

MARCH '21						
M	T	W	Th	F	SD	TD
1	2	3	4	5	128	139
8	9	10	11	12	133	144
15	16	17	18	19	133	144
22	23	24	25	26	137	149
29	30	31			140	152

- 15-19 Spring Break
- 22 Teacher Work Day

OCTOBER '20						
M	T	W	Th	F	SD	TD
			1	2	38	43
5	6	7	8	9	43	48
12	13	14	15	16	47	53
19	20	21	22	23	52	58
26	27	28	29	30	57	63

- 12 Teacher Work Day

APRIL '21						
M	T	W	Th	F	SD	TD
			1	2	141	154
5	6	7	8	9	146	159
12	13	14	15	16	151	164
19	20	21	22	23	156	169
26	27	28	29	30	161	174

- 2 No School- Paid Holiday (#4)

NOVEMBER '20						
M	T	W	Th	F	SD	TD
2	3	4	5	6	61	68
9	10	11	12	13	66	73
16	17	18	19	20	71	78
23	24	25	26	27	73	81
30					74	82

- 3 Teacher PD Day - sch based
- 25 Thanksgiving Break
- 26 Thanksgiving (Pd Holi #1)
- 27 Thanksgiving Break

MAY '21						
M	T	W	Th	F	SD	TD
3	4	5	6	7	166	179
10	11	12	13	14	171	184
17	18	19	20	21	176	189
24	25	26	27	28	180	194
31						

- 27 Students Last Day
- 28 Teacher Work Day
- 28 Hurricane M. U. #3 (Students)
- 31 Memorial Day- Employees Off

DECEMBER '20						
M	T	W	Th	F	SD	TD
	1	2	3	4	78	86
7	8	9	10	11	83	91
14	15	16	17	18	88	96
21	22	23	24	25		97
28	29	30	31			

- 21 Start of Winter Break
- 25 Christmas (Pd Holi #2)

JUNE '21						
M	T	W	Th	F	SD	TD
	1	2	3	4		
7	8	9	10	11		
14	15	16	17	18		
21	22	23	24	25		
28	29	30				

- 1 Hurricane Make Up #3

Grading Period Dates
Students Off 194 Emp Work

Everyone Off/ Unpaid
Everyone Off/ Paid Holiday

MSH 5/26/2020



214 YRS Draft Employee Calendar | 2020-2021

JULY '20						
M	T	W	Th	F	S	Days
		1	2	3		
6	7	8	9	10	1	
13	14	15	16	17		
20	21	22	23	24	5	
27	28	29	30	31	10	

- 4 Independence Day
- 10 First Day for 214 Employees
- 13-20 Employee Day Off

JANUARY '21						
M	T	W	Th	F	S	Days
				1		109
4	5	6	7	8		113
11	12	13	14	15		118
18	19	20	21	22		122
25	26	27	28	29		127

- 1 New Year's Day (Pd Holi #3)
- 4 Hurricane Make Up Day #1
- 18 MLK Day- Employees Off

AUGUST '20						
M	T	W	Th	F	S	Days
3	4	5	6	7		15
10	11	12	13	14		20
17	18	19	20	21		25
24	25	26	27	28		30
31						31

FEBRUARY '21						
M	T	W	Th	F	S	Days
1	2	3	4	5		132
8	9	10	11	12		137
15	16	17	18	19		140
22	23	24	25	26		145

- 15 Presidents' Day- Employees Off
- 16 Hurricane Make Up Day #2

SEPTEMBER '20						
M	T	W	Th	F	S	Days
	1	2	3	4		35
7	8	9	10	11		39
14	15	16	17	18		44
21	22	23	24	25		49
28	29	30				52

- 7 Labor Day- Employees Off

MARCH '21						
M	T	W	Th	F	S	Days
1	2	3	4	5		150
8	9	10	11	12		155
15	16	17	18	19		155
22	23	24	25	26		160
29	30	31				163

- 15-19 Spring Break - Employees Off

OCTOBER '20						
M	T	W	Th	F	S	Days
			1	2		54
5	6	7	8	9		59
12	13	14	15	16		64
19	20	21	22	23		69
26	27	28	29	30		74

APRIL '21						
M	T	W	Th	F	S	Days
			1	2		165
5	6	7	8	9		170
12	13	14	15	16		175
19	20	21	22	23		180
26	27	28	29	30		185

- 2 No School- Paid Holiday (#4)

NOVEMBER '20						
M	T	W	Th	F	S	Days
2	3	4	5	6		79
9	10	11	12	13		84
16	17	18	19	20		89
23	24	25	26	27		92
30						93

- 25 Employee Day Off
- 26 Thanksgiving (Pd Holi #1)
- 27 Employee Day Off

MAY '21						
M	T	W	Th	F	S	Days
3	4	5	6	7		190
10	11	12	13	14		195
17	18	19	20	21		200
24	25	26	27	28		205
31						205

- 31 Memorial Day- Employees Off

DECEMBER '20						
M	T	W	Th	F	S	Days
	1	2	3	4		97
7	8	9	10	11		102
14	15	16	17	18		107
21	22	23	24	25		108
28	29	30	31			108

- 21-31 Winter Break
- 25 Christmas (Pd Holi #2)

JUNE '21						
M	T	W	Th	F	S	Days
	1	2	3	4		209
7	8	9	10	11		214
14	15	16	17	18		
21	22	23	24	25		
28	29	30				

- 11 Last day for 214 Employees
- 14 Hurricane Make Up Day #3

Hurricane Make Up Day

Everyone Off/ Unpaid
Everyone Off/ Paid Holiday

MSH 5/26/2020



229 YRS Draft Employee Calendar | 2020-2021

JULY '20						
M	T	W	Th	F	S	Days
		1	2	3		
6	7	8	9	10	11	
13	14	15	16	17	18	5
20	21	22	23	24	25	10
27	28	29	30	31		15

- 4 Independence Day
- 10 First Day for 229 Employees
- 13 Employee Day Off

JANUARY '21						
M	T	W	Th	F	S	Days
				1		114
4	5	6	7	8	9	118
11	12	13	14	15	16	123
18	19	20	21	22	23	127
25	26	27	28	29	30	132

- 1 New Year's Day (Pd Holi #3)
- 4 Hurricane Make Up Day #1
- 18 MLK Day- Employees Off

AUGUST '20						
M	T	W	Th	F	S	Days
3	4	5	6	7		20
10	11	12	13	14	15	25
17	18	19	20	21	22	30
24	25	26	27	28	29	35
31						36

FEBRUARY '21						
M	T	W	Th	F	S	Days
1	2	3	4	5		137
8	9	10	11	12	13	142
15	16	17	18	19	20	145
22	23	24	25	26	27	150

- 15 Presidents' Day- Employees Off
- 16 Hurricane Make Up Day #2

SEPTEMBER '20						
M	T	W	Th	F	S	Days
	1	2	3	4		40
7	8	9	10	11	12	44
14	15	16	17	18	19	49
21	22	23	24	25	26	54
28	29	30				57

- 7 Labor Day- Employees Off

MARCH '21						
M	T	W	Th	F	S	Days
1	2	3	4	5		155
8	9	10	11	12	13	160
15	16	17	18	19	20	160
22	23	24	25	26	27	165
29	30	31				168

- 15-19 Spring Break - Employees Off

OCTOBER '20						
M	T	W	Th	F	S	Days
			1	2		59
5	6	7	8	9	10	64
12	13	14	15	16	17	69
19	20	21	22	23	24	74
26	27	28	29	30		79

APRIL '21						
M	T	W	Th	F	S	Days
			1	2		170
5	6	7	8	9	10	175
12	13	14	15	16	17	180
19	20	21	22	23	24	185
26	27	28	29	30		190

- 2 No School- Paid Holiday (#4)

NOVEMBER '20						
M	T	W	Th	F	S	Days
2	3	4	5	6		84
9	10	11	12	13	14	89
16	17	18	19	20	21	94
23	24	25	26	27	28	97
30						98

- 25 Employee Day Off
- 26 Thanksgiving (Pd Holi #1)
- 27 Employee Day Off

MAY '21						
M	T	W	Th	F	S	Days
3	4	5	6	7		195
10	11	12	13	14	15	200
17	18	19	20	21	22	205
24	25	26	27	28	29	210
31						211

- 31 Memorial Day- (Pd Holi #5)

DECEMBER '20						
M	T	W	Th	F	S	Days
	1	2	3	4		102
7	8	9	10	11	12	107
14	15	16	17	18	19	112
21	22	23	24	25	26	113
28	29	30	31			113

- 25 Christmas (Pd Holi #2)
- 21-31 Winter Break

JUNE '21						
M	T	W	Th	F	S	Days
	1	2	3	4		215
7	8	9	10	11	12	220
14	15	16	17	18	19	225
21	22	23	24	25	26	229
28	29	30				

- 24 Last day for 229 Employees
- 25 Hurricane Make Up Day #3

Hurricane Make Up Day

Everyone Off/ Unpaid
Everyone Off/ Paid Holiday

MSH 5/26/2020



186 Draft Bus Driver Calendar (replaces 205 BD) | 2020-2021

JULY '20						
M	T	W	Th	F	SD	ED
		1	2	3		
6	7	8	9	10		
13	14	15	16	17		
20	21	22	23	24		1
27	28	29	30	31		

- 4 Independence Day
- 24 First Day for 186 BD
- 27-31 Employee Day Off

JANUARY '21						
M	T	W	Th	F	SD	ED
				1		93
4	5	6	7	8	91	96
11	12	13	14	15	96	101
18	19	20	21	22	100	105
25	26	27	28	29	105	110

- 1 New Year's Day (Pd Holi #3)
- 4 Day Off for 186 Employees
- 5 Hurricane Make Up Day # 1
- 18 MLK Day- Employees Off

AUGUST '20						
M	T	W	Th	F	SD	ED
3	4	5	6	7	0	2
10	11	12	13	14	5	7
17	18	19	20	21	9	11
24	25	26	27	28	14	16
31					15	17

- 3-6 Employee Day Off
- 5 Bidding
- 6 In Service
- 7 Route Running
- 18 Day Off for 186 Employees

FEBRUARY '21						
M	T	W	Th	F	SD	ED
1	2	3	4	5	110	115
8	9	10	11	12	115	120
15	16	17	18	19	118	123
22	23	24	25	26	123	128

- 15 Presidents' Day- Employees Off
- 16 Hurricane Make Up Day #2

SEPTEMBER '20						
M	T	W	Th	F	SD	ED
	1	2	3	4	19	21
7	8	9	10	11	23	25
14	15	16	17	18	28	30
21	22	23	24	25	33	35
28	29	30			36	38

- 7 Labor Day- Employees Off

MARCH '21						
M	T	W	Th	F	SD	ED
1	2	3	4	5	128	133
8	9	10	11	12	133	138
15	16	17	18	19	133	138
22	23	24	25	26	137	142
29	30	31			140	145

- 15-19 Spring Break
- 22 Day Off for 186 Employees

OCTOBER '20						
M	T	W	Th	F	SD	ED
			1	2	38	40
5	6	7	8	9	43	45
12	13	14	15	16	47	49
19	20	21	22	23	52	54
26	27	28	29	30	57	59

- 12 Day Off for 186 Employees

APRIL '21						
M	T	W	Th	F	SD	ED
			1	2	141	147
5	6	7	8	9	146	152
12	13	14	15	16	151	157
19	20	21	22	23	156	162
26	27	28	29	30	161	167

- 2 No School- Paid Holiday (#4)

NOVEMBER '20						
M	T	W	Th	F	SD	ED
2	3	4	5	6	61	63
9	10	11	12	13	66	68
16	17	18	19	20	71	73
23	24	25	26	27	73	76
30					74	77

- 3 Day Off for 186 Employees
- 25-27 Thanksgiving Break
- 26 Thanksgiving (Pd Holi #1)

MAY '21						
M	T	W	Th	F	SD	ED
3	4	5	6	7	166	172
10	11	12	13	14	171	177
17	18	19	20	21	176	182
24	25	26	27	28	180	186
31						

- 27 Last Day for 186 Employees
- 28 Hurricane Make Up Day #3

DECEMBER '20						
M	T	W	Th	F	SD	ED
	1	2	3	4	78	81
7	8	9	10	11	83	86
14	15	16	17	18	88	91
21	22	23	24	25		92
28	29	30	31			

- 21-31 Winter Break
- 25 Christmas (Pd Holi #2)

JUNE '21						
M	T	W	Th	F	SD	ED
	1	2	3	4		
7	8	9	10	11		
14	15	16	17	18		
21	22	23	24	25		
28	29	30				

Hurricane Make Up Day
Students/Bus Drivers Off

Everyone Off/ Unpaid
Everyone Off/ Paid Holiday

5/26/2020