

MEMORANDUM OF UNDERSTANDING
BETWEEN
CHARLOTTE COUNTY PUBLIC SCHOOLS (CCPS)
AND
CHARLOTTE COUNTY FLORIDA EDUCATOR ASSOCIATION (CFEA)

The parties to this Memorandum of Understanding (MOU) are the Charlotte County Public Schools (CCPS/District) and the Charlotte Florida Education Association (CFEA).

The CFEA 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 CFEA 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 CFEA 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. Instructional Staff members on a 195-day Year-Round Work Schedule will work a modified Work Schedule for the 2020-2021 school year, as follows:
 - a. The first workday shall be July 9, 2020;
 - b. The assigned workdays preceding the return of students shall be:
 - i. July 9
 - ii. July 10
 - iii. July 13
 - iv. August 4, and
 - v. August 5;
 - c. The assigned workdays from August 10, 2020 through June 30, 2021 shall be the same as those of Regular Calendar school employees.
2. Instructional Staff members on a 204-day Year-Round Work Schedule will work a modified Work Schedule for the 2020-2021 school year, as follows:
 - a. The first workday shall be July 9, 2020;
 - b. The assigned workdays preceding the return of students shall be:
 - i. July 9
 - ii. July 10
 - iii. July 13
 - iv. July 28
 - v. July 29
 - vi. July 30
 - vii. July 31
 - viii. August 4, and
 - ix. August 5.
 - c. The assigned workdays from August 10, 2020 through June 30, 2021 shall be the same as those of Regular Calendar school employees.
3. Instructional Staff members on a 209-day Year-Round Work Schedule will work a modified Work Schedule for the 2020-2021 school year, as follows:
 - a. The first workday shall be July 9, 2020;

b. The assigned workdays preceding the return of students shall be:

- i. July 9
- ii. July 10
- iii. July 13
- iv. July 24
- v. July 27
- vi. July 28
- vii. July 29
- viii. July 30
- ix. July 31
- x. August 4, and
- xi. August 5.

c. The assigned workdays from August 10, 2020 through June 30, 2021 shall be the same as those of Regular Calendar school employees.

- 4. The grading periods will be quarters, as opposed to trimesters, for the 2020-2021 school year.
- 5. Employees who work at a Year-Round School will be paid on the previously-determined Year-Round Pay Calendar beginning July 22, 2020.
- 6. Employees who work at a Year-Round School 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.
- 7. 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.
- 8. This Memorandum of Understanding sunsets on June 30, 2021, and this Memorandum is not precedent setting after this date, nor does it constitute a new practice after this date.

Adrienne McElroy 5/20/2020
For the District Date

Adrienne McElroy
Printed Name

Renee Wiley 5-20-2020
For the CFEA Date

RENEE WILEY
Printed Name