

**Memorandum of Understanding  
Between the  
St. Johns County School District  
And  
St. Johns Education Association  
2020-2021 School Year**

This Memorandum of Understanding (MOU) serves as an agreement between the St. Johns County School District and the St. Johns Education Association for the 2020-2021 school year. This MOU is an effort to provide the district, school/site administrators, and instructional personnel with the flexibility and time they need to prepare for the opening of the 2020-2021 school year.

Communication will be sent to instructional staff by school administration on the training plans at their designated schools. The purpose of the communication is to allow school administration the ability to stagger times, meeting locations, and to allow for social distancing while following CDC guidelines.

During the week of August 17<sup>th</sup>, administration shall not offer any new training or professional development sessions not already scheduled by July 26<sup>th</sup> or prior, nor shall any supervisor encourage instructional personnel to come to work. The new calendar maintains 196 teacher workdays.

The preplanning schedule shall be:

1. August 11 – designated in-service day on Learning Management Software (LMS) -curriculum topics. This is a required workday unless leave is used.
2. August 12 – designated in-service day on Learning Management Software (LMS) - curriculum topics. This is a required workday unless leave is used.
3. August 13 – designated teacher-directed planning day. This is a required workday unless leave is used.
4. August 24 – optional flex day
5. August 25 – See below\*
6. August 26 – See below\*
7. August 27 – See below\*
8. August 28 – designated “virtual meet the teacher” in the morning and teacher-directed planning time in the afternoon, with the exception of if the school administrator chooses to hold a faculty meeting or training up to an hour.

\*Between August 25<sup>th</sup> and 27<sup>th</sup>, school-based administrators shall designate 1.5 days for teacher-directed planning prior to “meet the teacher virtually” on August 28<sup>th</sup>.

Administration may exchange any of the in-service half or full days for additional teacher directed planning time.


All other Articles in the contract that reference planning time outside of the pre-planning dates noted above shall remain intact.

Teachers who are on 24 paychecks will move to 25 paychecks annual salary divided by 25. This will allow teachers to receive a paycheck on August 14, 2020.

Teachers on 20 paychecks will move to 21 paychecks annual salary divided by 21 and are scheduled to receive a check on August 31, 2020. SJCS D will make every effort to contact identified instructional employees via phone and email who are on a 20-pay period to make them aware of the change due to

the late school year opening. Only teachers on 20 paychecks will be given the option to change from 21 to 25 or stay at 21 paychecks by August 3, 2020. The instructional employee must go into BusinessPlus to make the change from 21 to 25 paychecks or select the option to stay at 21 paychecks. Updates in BusinessPlus need to be completed by August 3, 2020. If no selection is made, the system will default to 25 paychecks.

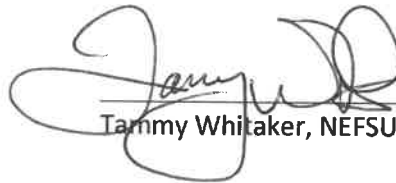
Instructional employees on the district's insurance plan will have their first benefits deductions taken out on the September 15, 2020 paycheck. Deductions will continue through June 15, 2021.

 7-27-20

Cathy Weber  
Chief Negotiator  
St. Johns County School District

 7/27/2020

Justin Vogel  
Chief Negotiator  
St. Johns Education Association

 7/27/2020

Tammy Whitaker, NEFSU  
Date