

**MEMORANDUM OF UNDERSTANDING  
BETWEEN THE UNITED TEACHERS OF MONROE  
AND THE MONROE COUNTY SCHOOL DISTRICT  
RELATED TO THE REOPENING OF SCHOOLS FOR THE 2020-2021 SCHOOL YEAR**

Whereas the Monroe County Health Department advised that the Monroe County School District begin the first four weeks of instruction for the 2020-2021 school year, the United Teachers of Monroe (UTM) and the Monroe County School District (MCSD) agree to the following temporary changes to the Teacher Contract between UTM and MCSD in order to provide ample preparation and training time for the safety of staff, students, and our communities.

The health and safety of the Monroe County School District staff and students are of the highest priority. All employees must adhere to the Center for Disease Control and Prevention (CDC) guidelines and updates when implementing the plans described herein.

2020-2021 School Year: Start Date

In accordance with the Teacher Contract between the District School Board of Monroe County and the United Teachers of Monroe, Article XXVIII, Section 2, the 2020-2021 school year calendar has been developed by the School Calendar Task Force, recommended and approved by the School Board, with a start date for students on Wednesday, August 13<sup>th</sup>. In light of the development of the MCSD Guidebook for Safely Reopening Schools it has become increasingly clear that teacher/employee preparations and training for the 2020-2021 school year must exceed the provided five days of pre-planning time.

Due to the rapidly and ever-changing nature of the community spread of COVID-19 in Monroe County these exigent circumstances do not allow for the resumption of the efforts of the School Calendar Task Force and therefore these conditional changes to the 2020-2021 school calendar are presented in this memorandum of understanding by mutual agreement of the parties.

The decision to extend the five day pre-planning period by four additional days to accommodate employee/teacher preparation and training for the 2020-2021 school year, therefore the following school calendar adjustments have been made;

- Thursday, August 13 through Tuesday, August 18, 2020 will become additional preparation/training days for employees and teachers;
- Wednesday, August 19, 2020 will become the first day of school for students;
- In order to comply with FL Statute 1001.60(2) requiring “a term of 180 actual teaching days or the equivalent on an hourly basis”, the following additional student contact days/times have been modified;
- Shift existing Professional Days/(teacher) days to instructional (student days)
  - Monday, October 12th (early release ½ day) (end of 1st quarter)
  - Friday, March 19th (early release ½ day) (end of 3rd quarter)
- The addition of further student make up days will be determined through joint UTM/MCSD negotiations at a later date, if deemed necessary.

### Beginning and Experienced New Teacher Induction

Significant improvements to the district's Beginning and Experienced Teacher Induction Program were agreed upon based on the work of a joint UTM/MCSD subcommittee. The updated plan will benefit these employees. The program has been streamlined but remains robust and maintains the rigor for our Beginning and New Experienced teachers. See attached (Appendix F – Beginning and Experienced New Teacher Timeline)

### Teacher working conditions

While students are learning virtually it is highly recommended that teachers work from their classrooms but may choose to work remotely during this time.

Teachers are expected to work with-in the school schedule. If modifications to the regular day are needed to accommodate the needs of students, the schedule will be shared with the building principal.

### Curriculum Support for Virtual Teaching Supplement

Due to the need to implement our Innovative Learning Plan and teach all students virtually for an undetermined amount of time (minimum of four weeks), the parties have agreed to a supplement in order to provide teachers with virtual curriculum support for their instruction during the COVID-19 pandemic. The supplements will be \$3900 for the year and will be paid on a pro-rated monthly basis for the duration of the pandemic or until all trainings in progress have been completed.

The job duties and responsibilities include:

- Attend and facilitate trainings monthly on digital tools.
- Facilitation of PD (sections) during Pre-Planning and open PD days.
- Coordinate with Teaching and Learning to share updates and best practices with your team.
- Provide support to teachers in the building to enhance the digital presence. This will include weekly office hours for staff in a virtual environment.
- Model best practices in your digital presence with your school.
- Attend weekly meeting (virtually) to support continuous enhancement of digital space.

Both parties agree to revisit the terms of this Memorandum of Understanding (MOU) and make changes as needed based upon guidance from the Center for Disease Control and Prevention, and/or directives from National, state or local authorities that conflict with the terms of this MOU.

  
Monroe County School District/ Date

  
United Teachers of Monroe/ Date