

MEMORANDUM OF Understanding
2021-2022
Teacher/Paraprofessional Reopening of Schools

It is understood and agreed between the Manatee Education Association and the School Board of Manatee County that this Memorandum of Agreement establishes the working conditions under which teacher and the paraprofessional bargaining unit members who are working under the conditions established by the School Board of Manatee County will return to work for the 2021-2022 work year. This MOU applies only to the unique situation arising from the conditions created by Covid-19 and does not extend past the times when the schools have been reopened under the current public health crisis.

In order to provide a continuity of instruction during the COVID crisis, or in the event of a teacher's or paraprofessional's prolonged absence due to mandatory quarantine or self-isolation, the parties agree to the following:

The district agrees to follow the current CDC guidelines by minimizing contact among staff and will ensure that the appropriate distance of 6 feet can be maintained among faculty and staff during all school and district meetings as recommended by the CDC. Whenever possible virtual platforms will be used for training, planning, record days and meetings in order to minimize contact among staff members.

In addition, the district will provide all employees with the necessary PPE as required by their current positions.

The district agrees to provide one day leave as an incentive to any teacher or para who provides proof that he/she has received a full dose of one of the approved COVID-19 vaccinations. The limits on taking the leave will be the same as exist in the current teacher and para contracts for taking personal leave, and there must be a sub available on the day the leave is requested.

Each school will have classroom schedules, arrival and dismissal plans as well as plans for transitions in the hallways and throughout the campus designed for social distancing.

Although Back-to-School Nights and Open Houses will be held in person, parents will be scheduled to attend in staggered groups. In addition, the elementary first day procedure will be for parental arrival to be staggered by group.

Visitors will be allowed in schools during the student day only if they agree to wear masks or provide proof of being vaccinated.

Provisions will be made to allow employees who have medical conditions that may be considered to be in a high-risk category to be considered for Manatee Virtual when requested by the employee and a position is available.

Teachers will have the option to provide makeup work for students who are absent for any reason including being quarantined due to COVID including but not limited to posting the work in Schoology, providing the work for pickup, sending it via email or allowing the student to attend class virtually. No teacher will be forced or coerced into providing student work except by the method of their choosing.

Members of the teacher and paraprofessional bargaining units will not be given duties that are outside their adopted job description or asked to assume the responsibilities of other employees.

Any extension of the academic calendar will be staffed by teachers on a volunteer basis and paid at the employee's regular hourly rate. Should paras voluntarily work beyond a forty (40) hour week, they will be paid time and a half for those hours.

Members of the teacher and paraprofessional bargaining units will continue to be paid as per the Collective Bargaining Agreement.

All other language contained in the contracts between the Manatee Education Association and the School Board of Manatee County will remain in force unless changed through the negotiations and ratification process.

For the Manatee Education Association:


Patricia Barber, President

08/05/2021
Date

For the Manatee County School Board:


Cynthia Saunders, Superintendent

8/5/2021
Date