

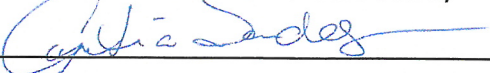
MEMORANDUM OF UNDERSTANDING  
BY AND BETWEEN THE SCHOOL DISTRICT OF MANATEE COUNTY AND  
MANATEE EDUCATION ASSOCIATION  
2020-2021 School Year

During the April 13, 2021 meeting of the School District of Manatee County (DISTRICT) School Board, the Superintendent proposed a modification to the 2021-2022 work year calendar to change the October 8, 2021 Record Day to a Record Day/Professional Learning Day. The School Board approved the recommendation of the Superintendent during the meeting. The Manatee Education Association (MEA) contends that this modification is not consistent with the current Collective Bargaining Agreement between the parties. The specific provisions of the Collective Bargaining Agreement pertaining to this issue is ARTICLE XVIII - WORK YEAR - PAID HOLIDAYS, Section 1 - Work Year. The DISTRICT and MEA desire to amicably resolve this conflict without any formal filing of a grievance, or other legal claims and therefore, agree to the following:

1. The District may conduct professional learning opportunities specifically pertaining to required Best Standards on October 8, 2021. No other district, department or school meetings or professional development will be held on that day. Any such training will be completely voluntary for teachers within the District. No teacher will be coerced or pressured by any District or school administrator to attend any meeting, conference or professional learning opportunity on October 8, 2021. Teachers will suffer no negative consequences for choosing to attend, or to not attend the professional learning opportunities on October 8, 2021.
2. The Student Growth Score within the Teacher Evaluation System for the 2020-2021 work year will only be used if the measures result in an advantage or benefit for the teacher.
3. The Superintendent and MEA agree to send out a joint communication to all bargaining unit members and administrators regarding the voluntary professional development, its purpose, and the fact that it is restricted to the Record Day on October 8, 2021.

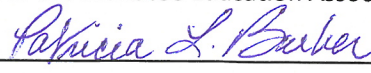
All other terms and conditions in the Collective Bargaining Agreement Between the School Board of Manatee County and the Manatee Education Association Will Remain in Full Force and Effect.

For the School District of Manatee County



Date: 5/3/2021

For the Manatee Education Association



Date: 5/03/2021