

MINUTES

CTA CBLT

Via Zoom

June 11, 2020

In Attendance

Robert Bixler	District	Farrah Hawkins	CTA	Megan Oates	CTA
LeighAnn Blackmore	District	Matthew Hazel	CTA	James Preusser	District
Doreen Concolino	District	Alex Heidelberg	District	Maribel Rigsby	CTA
Albert Davies	CTA	Myrlene Jackson-Kimble	District	Elizabeth Silva	District
Wendy Doromal	CTA	Clinton McCracken	CTA	Mary-Grace Surrena	CTA
Gloria Fernandez	District	John McHale	District	Stephanie Wyka	District
Ian Gesundheit	District				

Additional Attendees/Guests

Dia Falco	CTA	John Palmerini	District	Mark Richard	CTA
Krista Russell	District				

Minutes

Jim Preusser	I would like to start with a couple of comments.
Wendy Doromal	Ok.
Jim Preusser	Thank you Wendy for the proposals. See Appendices A – D. I have counter proposals for you. I would like to walk through them. You shared with your team? I also sent you the Covid-19 Workplace Health and Safety Guidelines which came out in Phase I. There may be updates to the document by now, I can check. See Appendices E – I.
Wendy Doromal	Yes we have seen them. Thanks for the guidelines, we will probably post it on our website.

Jim Preusser	<p>I am going to go over the psychologist MOU. I think we are close.</p> <p>#1, we struck through the entire line. #2, we believe they can come in on July 1.</p> <p>#3, we struck through self-disclose, and provide the choice to work remotely for high risk employees. They will need to seek and obtain the accommodation from the Legal Services office. It goes to our individual in ADA, Michael Graf. He reviews the information and provides a response. He sits under Legal.</p> <p>#4, first bullet, we are ok with temperature checks. Struck through the “as well” phrase. We have signage now with our temperature checks that has the employee to affirm the following: no chills, no shortness of breath, and that the employee does not feel sick. I will send you the verbiage. It is displayed and visible to employees.</p>
Wendy Doromal	You don’t have to send it to me. We have members who have seen this at schools.
Jim Preusser	<p>Next, 2nd bullet, we struck through “students”. The reason is for the ESE students it would be difficult for them to wear masks so we added “as needed”. Employees might have their own masks, but if they don’t have one and they need one we will give them one.</p> <p>Next... added when within 6 feet of “others”.</p> <p>3rd bullet, masks will be provided “as needed”, hand sanitizer, wipes as needed, and we want to add cleaner. Sometimes wipes are not available. The disinfectant cleaner can be made available. I have spoken with Custodial Services.</p>
Mark Richard	The disinfectant is safe for use?
Jim Preusser	Yes. Custodians use it to clean water fountains, etc. They have been using it for a long time.
Wendy Doromal	Thank you. Mary Grace has questions.
Mary Grace Surrena	Thank you for the MOU and offering feedback. Students will be coming in for appointments.
Jim Preusser	LeighAnn, you talked with Dr. Shuler?
LeighAnn Blackmore	It will be the initial and gifted evaluation appointments that were already in the pipeline. It is typical summer work.
Mary Grace Surrena	Thank you for that. Returning July 1, are you open to add language that provides a personal work space on July 1? We can use that day to schedule appointments. We would need extra time to make appointments with parents we can’t reach that first day.
Jim Preusser	If you want to propose that, we will look at it. I would need to touch base with leadership, including Dr. Shuler and her team.
Wendy Doromal	That is part of our Contract in Article VI.V.7. They are supposed to have a private workspace and a phone.

LeighAnn Blackmore	In speaking to Dr. Shuler, my understanding is the supervisor will be visiting school sites to make sure psychologists will have the proper space and to look at the 6 foot barrier. This will happen prior to your return July 1. I will make sure the supervisor keeps in mind that the psychologists will need private workspace and a phone.
Jim Preusser	Put that in the proposal and we will consider it.
Wendy Doromal	Please send us the counter proposals in word so we can respond. You sent them as PDF.
LeighAnn Blackmore	Yes, I will get that to you.
Wendy Doromal	Anything else?
Mary Grace Surrena	We can talk about it in caucus.
Jim Preusser	<p>MOU on CTE: We have the same strikethroughs and modifications as the previous MOU since the language you proposed is the same.</p> <p>#2a- struck through same language as before and struck out “students” and left only Instructional personnel at the beginning of the phrase.</p> <p>c-will add the word cleaner, just like the other MOU.</p> <p>d-there is a slight change, per CTE, they have their own custodians who not part of Custodial Services, added school custodial so we struck “services” and added “staff”.</p> <p>The only other thing on the second page we changed it to School Board of Orange County...just nomenclature to be consistent with our other MOUs.</p> <p>Any questions?</p>
Megan Oates	In 2b you struck out students PPE. My only concern is that we donated our supplies that were for student use. What to do if we don’t have the equipment available and the student needs it? Will those supplies be replaced?
Jim Preusser	I will bubble up the question. I know you need gloves by the nursing program. Are you speaking to masks and where a student needs a mask and it is not available. Is that what you are saying?
Megan Oates	Students were provided PPE by the school in the programs.
Jim Preusser	Let me take that back to leadership. I had a chance to speak to leaders about masks and sanitizer. We continue to maintain a volume of the two items but I didn’t get into dialogue about gloves. Masks are not required by CDC, but in this case, gloves are necessary.
Jim Preusser	<p>In your 3rd proposal Access to Classrooms during July, we have some minor changes.</p> <p>#3, we added “established”.</p> <p>#4 added “as needed” and disinfectant wipes, and will add cleaner.</p> <p>Last page needs to be changed to School Board of Orange County.</p>
Wendy Doromal	Perfect, no questions.

Jim Preusser	Last MOU, Preplanning day We are in agreement with everything except #2 we have added provide summary to their administrator. That could mean a short email, not a dissertation. Some teachers may opt to come into the classroom. And added School Board of Orange County to the second page.
Wendy Doromal	Thanks. Yes, the summary would be brief, something like “I worked on lesson plans.”
Jim Preusser	Yes, add it to your next proposal.
Wendy Doromal	We need to discuss what you didn’t counter — substitutes for guidance counselor.
Jim Preusser	We hold on our position. The way that it is written would be burdensome for the District. We need it to say “where possible”. LeighAnn gave you all some examples. We can’t always get a sub.
LeighAnn Blackmore	The difficulty is when we have a guidance counselor on leave, their replacement has to be certified or get certified, and would need to train them on procedures at the school. The leave might be over before we can get the replacement trained. We can’t guarantee that they would be certified when we look for that candidate.
Alex Heidelberg	We would have a major problem at CTE.
Wendy Doromal	There are outside agencies to get subs.
Mary Grace Surrena	We do have an outside agency to get psychologists and social workers.
Jim Preusser	The way it is written is very broad, if you want to propose something else we will look at it. We have to hold on “where possible”.
Wendy Doromal	Did you want to respond to the proposals on counselors and translation?
LeighAnn	The issue in question is a school-generated document, and I have reached out to the principal to see how many days he had for counselors. It was not from the District. I do not have word on translation.
Jim Preusser	Think we are very close on what we have today, and we would like to sign. I will try and resolve the questions we have today during caucus.
Wendy Doromal	Ok.
Jim Preusser	Try to come back at 11? Text if you need more time and we will, too.
Wendy Doromal	Ok.
CAUCUS (from 10:28AM to 11:02AM)	
Jim Preusser	LeighAnn sent you word documents for the proposals. We amended the CTE MOU based on comments from you and Megan.
Wendy Doromal	Would you like to review what you changed first?

Jim Preusser	<p>Let's go to the CTE proposal first please. We heard what you said about the masks. We have a lot of teachers that have come to CTE administration that have said they want to volunteer come back. That is the genesis of this proposal. It could start sooner than July 1 for volunteers.</p> <p>Look at 2c, we made a slight modification, "where required by the program". Before COVID-19, we provided the masks and will do so again. See Appendix J.</p>
Alex Heidelberg	Everything that was in place before will be so again. Teachers want to come back and finish up these students.
Wendy Doromal	They want to come back and safely come back.
Megan Oates	In order to be in compliance with CDC we were looking at 2b: require students and teachers to wear masks when not 6 feet.
Alex Heidelberg	I don't know if we can require students.
Wendy Doromal	CDC requirements is that child over 2 wear a mask. We won't have teachers in class if students are not wearing masks. Parents won't send kids to school if they are not wearing masks.
Jim Preusser	For 2c, the intent and spirit was that we will provide masks to students. If you want students incorporated into the mix...most of the students are adults, not minors. We are saying the same things? Are you concerned that we won't provide masks to students?
Wendy Doromal	We are saying you won't provide masks...some families can't afford masks. It is a concern. We want to make sure every child is treated equally.
Mark Richard	We are concerned since we all don't know the art and science of this disease. We have to yield to science as we know it and the CDC is the benchmark. It appears clear that children above 2 are required to wear masks. They can spread the same way as adults. We don't want the District waiving this. Who are the youngest students, PreK, maybe 5 year olds? Lay that out that students who can't afford them don't have them. Follow CDC and have masks for all students.
Jim Preusser	Good point. Is union in agreement to say students and instructional provided as needed? I want to make sure I understand what you are saying. The whole intent is that we know people will have their own. But we know that some may not have one. You believe we should provide as needed for 2b; students and instructional personnel?
Wendy Doromal	Yes.
Mark Richard	We are agreeing and understanding. Is it the District's position that students, staff, visitors, vendors will be required to have masks?
Jim Preusser	<p>It is highly encouraged, not required. That is CDC guidelines. We don't want to split hairs here. Are you are saying that the union would agree based on modifications that we put students back in? You don't have to answer now, but consider.</p> <p>I am going on to the school psychologist counter.</p>
Wendy Doromal	Let me find the document.

Jim Preusser	The conversation around the psychologists is we acknowledge that we would have to follow Article VI.V.7. LeighAnn will make some comments. That language would still stay intact. See Appendix K.
LeighAnn Blackmore	Just as with any other provision in the Contract all of section V will apply. I will make sure it is known and clear to all the psychologists' supervisors. We will make sure the space is safe and clean. We are still bound by that language.
Wendy Doromal	Any other comments?
Mary Grace Surrena	We did change the language. Are we going to talk about it?
Maribel Rigsby	We will send the changes. The concern is the students are not wearing masks. They will be in close proximity since six feet away will be too far.
Jim Preusser	The Union's position is that student is put back in the language?
Mary Grace Surrena	We have to add required to wear...students and teachers.
Jim Preusser	I want to know where we can close. That's the only change, for both CTE and Psychologists...add back in students and union would agree? Barring anything else?
Mary Grace Surrena	We appreciate that LeighAnn will be making sure we will have phones. We have worked in media centers in the past where we were not private.
Jim Preusser	Language in MOU expires July 30, but the language in the Contract stays. We have to follow the Contract. We can point to this language for supervisor, and say they have to comply.
Mary Grace Surrena	For July 1 only. It has never existed.
Wendy Doromal	We could leave it out and have everyone grieve.
Jim Preusser	We don't want to have that. It is only that one day and they always need a phone?
Wendy Doromal	It's only for one day to a different work site, and we want them to have everything they need. Makes sense to put it in.
Jim Preusser	We will look at it.
Wendy Doromal	Let's look at the other proposals. In the Preplanning MOU, put in the word brief for a summary. See Appendix L.
Jim Preusser	Give us a few minutes to caucus and see if we can get these two signed.
Wendy Doromal	We've sent them to you to look at.
Jim Preusser	Going to jump off call and jump back on by 11:45
Wendy Doromal	Ok.
CAUCUS (from 11:25AM to 11:45AM)	
Jim Preusser	Are we ready to start? Do we need to wait for Mark?
Wendy Doromal	Yes, please. It takes him a while to get on. Where is LeighAnn?
Jim Preusser	Not sure. Give me a second. LeighAnn is on the call, but can't control her audio.
Wendy Doromal	She is on as a viewer, not a panelist.

Mark Richard	I'm here.
Wendy Doromal	Go ahead Jim.
Jim Preusser	<p>We have a comment on a couple of the proposals.</p> <p>Preplanning: fine with word brief. I think we have a TA on that. I will sign and get it over to you.</p> <p>Teachers returning to classroom in July: no issue with that language. I will sign that and get over to you.</p> <p>I am going to hold on the other two. I understand your position but I need to talk with Dr. Jenkins and Dr. Vazquez and I intend to talk with them today.</p>
Wendy Doromal	<p>Ok. Can we move on?</p> <p>We want to know what Great Beginnings is going to look like. CTA is allowed to participate. Please let us know.</p>
Jim Preusser	I can look into it and get back.
Wendy Doromal	Teachers have lots of questions about the advertisements concerning enrolling in OCVS? Is this something you do every year? What is going on?
LeighAnn Blackmore	The information is in response to the number of parents interested in distance learning; we wanted them to know about this as an alternative. If they go to OCVS we can retain the FTE and teachers.
Jim Preusser	Does that answer your question Wendy?
Wendy Doromal	<p>Yes.</p> <p>Principals must know who is a perm sub in their school and should have some indication of how many days they were in the classroom. Want an idea of how many. We need to revisit that.</p> <p>We need to set up a session about reopening schools. I know we have meetings. We have plans from other states, we have a lot of reports from different agencies and organizations that it will cost millions to reopen schools in a safe way. Where that money is coming from, we are not sure.</p>
LeighAnn Blackmore	Permanent subs? You spoke about resource teachers serving in classroom, I have been working on that. Is this a new request? We have been working on getting information about resource teachers and I should have something next week on that. Long-term Kelly subs are a different request, but I should be able to get that information.
Wendy Doromal	No, the permanent subs are a very old request. It was two different requests.
Mark Richard	We would like to get to our normal cycle of main table bargaining right away, given that passing counters back and forth is working. Our sending documents as quickly as possible is proving to work well. But we need longer blocks of time.
Jim Preusser	Thank you. We are always open to meeting with the Union. I do agree that providing proposals in advance is working. Today is a perfect example of that and we have come to agreement on a couple of things. Let's talk dates right now. Next week?

LeighAnn Blackmore	On that, we have to provide a seven day notice. If it is a special meeting, 24 to 72 hours in advance.
Mark Richard	So under Sunshine Law, seven days from today?
LeighAnn Blackmore	Yes.
Wendy Doromal	Isn't opening school an emergency?
Jim Preusser	I understand LeighAnn's point. However, if the Union is available to meet before seven days we would agree.
Mark Richard	Pick what is best for you. We should get to this to nail down terms and conditions of employment.
Jim Preusser	How is Monday, June 22? And for larger block of time how about 1:00 to 4:00 or 12:00 to 4:00?
Wendy Doromal	I think we need the whole day.
Jim Preusser	We need the opportunity to prepare in the morning. I want to be prepared for discussion and to speak with Superintendent.
Wendy	If possible, we could extend past 4:00?
Jim Preusser	Yes, we could. Ok, June 22, 12:00 to 4:00.
Wendy Doromal	We will get zoom link to you right away.
Jim Preusser	If there is a modification to the other MOUs, I will send it to you. I'll get the two we have agreed sent to you.
LeighAnn Blackmore	Send me the link to the public so I can publish it with the notice so we won't have the confusion we had today.
Megan Oates	I am teaching summer school and he has not received a release.
LeighAnn Blackmore	I will get the release to your director for June 3 and 11
Albert Davies	I need a release, too.

See Appendices M and N for signed agreements.

Appendix A

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE SCHOOL BOARD OF ORANGE COUNTY, FLORIDA
AND
THE ORANGE COUNTY CLASSROOM TEACHERS ASSOCIATION**

This Memorandum of Understanding is made on this ____ day of June 2020, by and between the School Board of Orange County, Florida (District) and the Orange County Classroom Teachers Association (OCCTA).

PURPOSE:

The purpose of this Memorandum of Understanding is to clarify working conditions during the month of July for 11-month employees.

WHEREAS, Article XV(A) of the CBA provides that:

The calendar for school psychologists shall have 228 days. The total number of paid holidays for ten and 11-month employees shall be six. School psychologists receive one additional paid day off.

WHEREAS, Schools Psychologists are expected to start the upcoming school year on July 1st, 2020.

NOW, THEREFORE, it is agreed as follows:

1. The parties agree to extend the MOU signed on April 21, 2020 until July 1, 2020.
2. The parties agree that School Psychologists will report to designated work site starting July 6th to complete assigned duties.
3. The parties agree the District will provide the choice of working remotely, for employees who self-disclose a vulnerability associated with COVID-19.
4. In case student contact is necessary the parties agree as follow:
 - a. Students and school psychologists will be screened via temperature check as well as respond to a brief questionnaire about any possible exposure over the last 2 weeks and any possible allergies to disinfectants.
 - b. Students and school psychologists will be provided and required to wear protective face coverings when they are within 6ft of each other.
 - c. District will provide masks, hand sanitizer and disinfectant wipes.
 - d. Custodial services will disinfect evaluation rooms daily including tabletops, chairs, bathrooms and water fountains.
5. This agreement shall not waive the Union's right to invoke the protection of these Articles for any other school year.

ACKNOWLEDGEMENT, SIGNATURES AND DATES:

The MOU shall expire on July 30, 2020. This Agreement may be executed in counterparts, and each counterpart will have the effect of an original. Electronic and facsimile copies will be

considered originals for all purposes, including enforcement. This Agreement may not be amended except by a written agreement signed by the parties.

This MOU does not establish a precedent beyond the time period set forth herein.

Dated this _____ of _____ 2020

For Orange County Public Schools

For Orange County Classroom
Teachers Association

James Preusser
Senior Executive Director, Human Resources

Wendy L. Doromal
President

Appendix B

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE SCHOOL BOARD OF ORANGE COUNTY, FLORIDA
AND
THE ORANGE COUNTY CLASSROOM TEACHERS ASSOCIATION**

This Memorandum of Understanding is made on this ____ day of June 2020, by and between the School Board of Orange County, Florida (District) and the Orange County Classroom Teachers Association (OCCTA).

PURPOSE:

The purpose of this Memorandum of Understanding is to provide CTE personnel with access to their worksites and the opportunity to supervise students during clinical rotations, internships, and OJT.

WHEREAS, the State has not released guidelines for the reopening of schools for 2020 – 2021 school year.

WHEREAS, the parties recognize the importance of clinicals, OJT, internships, simulation experiences, and hands-on labs for career and technical education (CTE) students.

NOW, THEREFORE, it is agreed as follows:

1. The parties agree that CTE teachers may choose to provide on campus instructional opportunities for students and may choose to supervise students during clinical rotations, internships, and OJT. However, they are not required to do so.
2. In case student contact is necessary, the parties agree as follows:
 - a. Students and Instructional Personnel will be screened via temperature check as well as respond to a brief questionnaire about any possible exposure over the last 2 weeks and any possible allergies to disinfectants.
 - b. Students and Instructional Personnel will be provided and required to wear protective face coverings when they are within 6ft of each other.
 - c. District will provide masks, gloves, hand sanitizer and disinfectant wipes.
 - d. Custodial services will disinfect evaluation rooms daily including tabletops, chairs, bathrooms and water fountain.
3. This agreement shall not waive the Union's right to invoke the protection of the CBA for any other school year.

ACKNOWLEDGEMENT, SIGNATURES AND DATES:

The MOU shall expire on July 30, 2020. This Agreement may be executed in counterparts, and each counterpart will have the effect of an original. Electronic and facsimile copies will be considered originals for all purposes, including enforcement. This Agreement may not be amended except by a written agreement signed by the parties.

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Dated this _____ of _____ 2020

For Orange County Public Schools

For Orange County Classroom
Teachers Association

James Preusser
Senior Executive Director, Human Resources

Wendy L. Doromal
President

Appendix C

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE SCHOOL BOARD OF ORANGE COUNTY, FLORIDA
AND
THE ORANGE COUNTY CLASSROOM TEACHERS ASSOCIATION**

This Memorandum of Understanding is made on this ____ day of June 2020, by and between the School Board of Orange County, Florida (District) and the Orange County Classroom Teachers Association (OCCTA).

PURPOSE:

The purpose of this Memorandum of Understanding is to clarify the expectations of the first day of pre-planning for the 2020-2021 school year.

WHEREAS, the CBA Article XV.B.1 states:

“Six (6) days of pre-planning prior to the first student attendance day, one of which will be a voluntary Staff Development Day, and two days of post-planning following the last student attendance day.”

WHEREAS, the School Board approved the additional pre-planning day to be on July 31st.

NOW, THEREFORE, it is agreed as follows:

1. The parties agree that Instructional Personnel will be allowed to select from the following options for the July 31, 2020 preplanning day:

- Work in their classrooms;
- Work from home;
- Take a personal or sick day; or
- Take Leave Without Pay

2. Teachers who opt to work from home will notify their administrator of that choice, but will not be required to check in or out or complete work logs.

3. This agreement shall not waive the Union’s right to invoke the protection of these Articles for any other school year.

ACKNOWLEDGEMENT, SIGNATURES AND DATES:

The MOU shall expire on July 31, 2020. This Agreement may be executed in counterparts, and each counterpart will have the effect of an original. Electronic and facsimile copies will be considered originals for all purposes, including enforcement. This Agreement may not be amended except by a written agreement signed by the parties.

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Dated this _____ of _____ 2020

For Orange County Public Schools

For Orange County Classroom
Teachers Association

James Preusser
Senior Executive Director, Human Resources

Wendy L. Doromal
President

Appendix D

**MEMORANDUM OF UNDERSTANDING
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THE ORANGE COUNTY CLASSROOM TEACHERS ASSOCIATION**

This Memorandum of Understanding is made on this ____ day of June 2020, by and between the School Board of Orange County, Florida (District) and the Orange County Classroom Teachers Association (OCCTA).

PURPOSE:

The purpose of this Memorandum of Understanding is to provide 10 months employees with access to their classrooms or offices during the month of July.

WHEREAS, the State hasn't release guidelines for the reopening of schools for 2020 – 2021 school year.

WHEREAS, the CBA Article XV.B.5 states:

“Instructional personnel shall be permitted to work up to three (3) days prior to preplanning to prepare their classroom. They shall check (√) in and out upon arrival and departure from their work site. Instructional personnel may be excused for an equivalent number of workdays as identified at the end of each grading period providing they have fulfilled all requirements for submitting grades.”

NOW, THEREFORE, it is agreed as follows:

1. The parties agree that Instructional Personnel will be allowed to work in their classrooms or offices during July with prior approval from the Administrator.
2. The parties agree that Administrators will provide a schedule for Instructional Personnel to work the three days prior to pre-planning established in Article XV.B.5 of the CBA.
3. The parties agree that Instructional Personnel will follow safety guidelines establish by the District.
4. The District will provide masks, hand sanitizer and wipes for the teachers.
5. This agreement shall not waive the Union's right to invoke the protection of these Articles for any other school year.

ACKNOWLEDGEMENT, SIGNATURES AND DATES:

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Dated this _____ of _____ 2020

For Orange County Public Schools

For Orange County Classroom
Teachers Association

James Preusser
Senior Executive Director, Human Resources

Wendy L. Doromal
President

Appendix E

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WHEREAS, Article XV(A) of the CBA provides that:

The calendar for school psychologists shall have 228 days. The total number of paid holidays for ten and 11-month employees shall be six. School psychologists receive one additional paid day off.

WHEREAS, Schools Psychologists are expected to start the upcoming school year on July 1st, 2020.

NOW, THEREFORE, it is agreed as follows:

- ~~1. The parties agree to extend the MOU signed on April 21, 2020 until July 1, 2020.~~
2. The parties agree that School Psychologists will report to designated work site starting July 1, 2020, 6th to complete assigned duties.
3. The parties agree the District will provide the choice of working remotely, for employees who ~~self-disclose a vulnerability associated with~~ are high risk due to underlying health conditions to COVID-19.. Employees who wish to work remotely will seek and obtain accommodations to work remotely through the Office of Legal Services.
4. In case student contact is necessary the parties agree as follow:
 - Students and school psychologists will be screened via temperature check ~~as well as respond to a brief questionnaire about any possible exposure over the last 2 weeks and any possible allergies to disinfectants.~~
 - ~~Students and s~~School psychologists will be provided, as needed, and required to wear protective face coverings when they are within six (6) feet of ~~each~~ others.
 - District will provide masks, as needed, hand sanitizer and disinfectant wipes.
 - Custodial services will disinfect evaluation rooms daily including tabletops, chairs, bathrooms and water fountains.
5. This agreement shall not waive the Union's right to invoke the protection of these Articles for any other school year.

ACKNOWLEDGEMENT, SIGNATURES AND DATES:

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Dated this _____ of _____ 2020

For ~~Orange County Public Schools~~
School Board of Orange County, Florida

For Orange County Classroom
Teachers Association

James Preusser
Senior Executive Director, Human Resources

Wendy L. Doromal
President

Appendix F

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2. In case student contact is necessary, the parties agree as follows:
 - a. Students and Instructional Personnel will be screened via temperature check **as well as respond to a brief questionnaire about any possible exposure over the last 2 weeks and any possible allergies to disinfectants.**
 - b. ~~Students and~~ Instructional Personnel will be provided, **as needed**, and required to wear protective face coverings when they are within **six (6) feet** of ~~each~~ others.
 - c. District will provide masks, **as needed**, gloves, **where required by the program**, hand sanitizer and disinfectant wipes.
 - d. **The school c**~~ustodial services staff~~ will disinfect **evaluation classrooms** daily including tabletops, chairs, bathrooms and water fountain.
3. This agreement shall not waive the Union's right to invoke the protection of the CBA for any other school year.

ACKNOWLEDGEMENT, SIGNATURES AND DATES:

The MOU shall expire on July 30, 2020. This Agreement may be executed in counterparts, and each counterpart will have the effect of an original. Electronic and facsimile copies will be considered originals for all purposes, including enforcement. This Agreement may not be amended except by a written agreement signed by the parties.

This MOU does not establish a precedent beyond the time period set forth herein.

Dated this _____ of _____ 2020

For ~~Orange County Public Schools~~
School Board of Orange County, Florida

For Orange County Classroom
Teachers Association

James Preusser
Senior Executive Director, Human Resources

Wendy L. Doromal
President

Appendix G

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE SCHOOL BOARD OF ORANGE COUNTY, FLORIDA
AND
THE ORANGE COUNTY CLASSROOM TEACHERS ASSOCIATION**

This Memorandum of Understanding is made on this ____ day of June 2020, by and between the School Board of Orange County, Florida (District) and the Orange County Classroom Teachers Association (OCCTA).

PURPOSE:

The purpose of this Memorandum of Understanding is to clarify the expectations of the first day of pre-planning for the 2020-2021 school year.

WHEREAS, the CBA Article XV.B.1 states:

“Six (6) days of pre-planning prior to the first student attendance day, one of which will be a voluntary Staff Development Day, and two days of post-planning following the last student attendance day.”

WHEREAS, the School Board approved the additional pre-planning day to be on July 31st.

NOW, THEREFORE, it is agreed as follows:

1. The parties agree that Instructional Personnel will be allowed to select from the following options for the July 31, 2020 preplanning day:

- Work in their classrooms;
- Work from home;
- Take a personal or sick day; or
- Take Leave Without Pay

2. Teachers who opt to work from home will notify their administrator of that choice, **but and will not be required to check in or out or complete work logs provide their administrator with a summary of work completion.**

3. This agreement shall not waive the Union’s right to invoke the protection of these Articles for any other school year.

ACKNOWLEDGEMENT, SIGNATURES AND DATES:

The MOU shall expire on July 31, 2020. This Agreement may be executed in counterparts, and each counterpart will have the effect of an original. Electronic and facsimile copies will be considered originals for all purposes, including enforcement. This Agreement may not be amended except by a written agreement signed by the parties.

This MOU does not establish a precedent beyond the time period set forth herein.

Dated this _____ of _____ 2020

For ~~Orange County Public Schools~~
School Board of Orange County, Florida

For Orange County Classroom
Teachers Association

James Preusser
Senior Executive Director, Human Resources

Wendy L. Doromal
President

Appendix H

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE SCHOOL BOARD OF ORANGE COUNTY, FLORIDA
AND
THE ORANGE COUNTY CLASSROOM TEACHERS ASSOCIATION**

This Memorandum of Understanding is made on this ____ day of June 2020, by and between the School Board of Orange County, Florida (District) and the Orange County Classroom Teachers Association (OCCTA).

PURPOSE:

The purpose of this Memorandum of Understanding is to provide 10 months employees with access to their classrooms or offices during the month of July.

WHEREAS, the State hasn't release guidelines for the reopening of schools for 2020 – 2021 school year.

WHEREAS, the CBA Article XV.B.5 states:

“Instructional personnel shall be permitted to work up to three (3) days prior to preplanning to prepare their classroom. They shall check (√) in and out upon arrival and departure from their work site. Instructional personnel may be excused for an equivalent number of workdays as identified at the end of each grading period providing they have fulfilled all requirements for submitting grades.”

NOW, THEREFORE, it is agreed as follows:

1. The parties agree that Instructional Personnel will be allowed to work in their classrooms or offices during July with prior approval from the Administrator.
2. The parties agree that Administrators will provide a schedule for Instructional Personnel to work the three days prior to pre-planning established in Article XV.B.5 of the CBA.
3. The parties agree that Instructional Personnel will follow safety guidelines establisheded by the District.
4. The District will provide masks, as needed, hand sanitizer and disinfectant wipes for the teachers.
5. This agreement shall not waive the Union's right to invoke the protection of these Articles for any other school year.

ACKNOWLEDGEMENT, SIGNATURES AND DATES:

The MOU shall expire on July 30, 2020. This Agreement may be executed in counterparts, and each counterpart will have the effect of an original. Electronic and facsimile copies will be considered originals for all purposes, including enforcement. This Agreement may not be amended except by a written agreement signed by the parties.

This MOU does not establish a precedent beyond the time period set forth herein.

Dated this _____ of _____ 2020

For ~~Orange County Public Schools~~
School Board of Orange County, Florida

For Orange County Classroom
Teachers Association

James Preusser
Senior Executive Director, Human Resources

Wendy L. Doromal
President

Appendix I

COVID-19 Workplace Health and Safety Guidelines

Safety and Emergency Management | May 14, 2020



This document was assembled by a cross-functional leadership working group utilizing federal, state and local recommendations to provide guidance to employees and supervisors on how to create and maintain a healthy and safe working environment at OCPS.

Guidance is based upon the current status of the COVID-19 pandemic and the measures needed to address it. Some of these recommendations will change over time and updates will be published as appropriate, so this should be viewed as an evolving solution to meet the changes in the environment and our community.

Links to download District approved signage are found at the end of this document.

1. Social distancing

- a. Employee Responsibilities
 - i. Stay 6 feet away from coworkers and the general public in all areas to limit the spread of the COVID-19 virus
 1. This includes but not limited to cubicles/work areas, restrooms, cafeteria/break areas, etc.
 2. Stairwells should only have one person per flight to avoid close contact
- b. Supervisor Responsibilities
 - i. Do not allow employees to congregate, adjust office operations so that staff are not within 6 feet of each other. This may include, but is not limited to:
 1. Move chairs/seating arrangements to increase workspace distancing
 - a. Supervisors should measure distances between chair spaces to verify 6-foot spacing
 2. Post District approved signage to remind staff about social distancing throughout congested areas
 3. Use virtual meetings whenever possible and limit conference/meeting room usage to a maximum of 10 attendees and establish a 6-foot distance between attendees, as indicated by the blue X
 - ii. Move or remove chairs in waiting areas so that visitors are not within 6 feet of each other
 1. Waiting areas should have a maximum occupancy limit of 10 people regardless of waiting area size
 - a. If the waiting area is small, occupancy limits can be less using 6 foot distancing between occupants as a guide
 2. Assign an employee to monitor waiting areas to ensure guidelines are met
 - iii. Limit the approach of the public to employees to no closer than 6 feet by setting up
 - iv. barriers/blocking with chairs, cones, rope lines/stanchions, tape lines/marks on the floor, etc., in front of all guest counters and reception areas
 1. If using tape, blue, red or highly visible tape should be used in at least 18" lengths, as shown in the photo at the right
 2. These items can be purchased via iBuy and/or P Cards



2. Stay home when feeling sick

- a. Employee Responsibilities
 - i. It is recommended that employees stay home when feeling ill or sick



- b. Supervisor Responsibilities
 - ii. Utilize the guidance from Human Resources if an employee has a question about leave use

3. Personal face coverings

- a. Employee Responsibilities
 - i. Staff are allowed to use personal face coverings and their use is encouraged when social distancing of 6' cannot be maintained
 - ii. Masks will be provided for custodians, and those who are assigned custodial duties, and for the District employees who interact with the public
 - iii. Mask use guidance is available at the end of this document
- b. Supervisor Responsibilities
 - i. Encourage and remind staff of face-covering guidelines, and discuss with employees when face coverings should be worn



4. Health screenings and monitoring temperature

- a. Employee Responsibilities
 - i. Employees are requested to monitor their health and temperature
 - ii. An employee who has a fever of 100°F or higher, has a cough, is short of breath or is otherwise feeling ill is encouraged to seek medical care
- b. Supervisor Responsibilities
 - i. Support employees who are not feeling well or have a temperature and encourage them to seek medical care

5. Sanitize and wash hands frequently

- a. Employee Responsibilities
 - i. Wash hands frequently throughout the day as it is the best way to eliminate germs
 - 1. Wash hands with soap and water by scrubbing hands for at least 20 seconds prior to rinsing with water
 - 2. If soap and water are not available, use hand sanitizer with at least a 60% alcohol base
 - a. Employees in high public traffic areas where frequent trips to wash hands between customers is not practical should use hand sanitizer between each customer
 - ii. Do not touch your face and cover coughs with a tissue or cough into your elbow
 - iii. Staff who work where the public is coming into their workspaces are allowed to use gloves, which will be provided by the District
 - 1. Glove use guidance is available at the end of this document
- b. Supervisor Responsibilities
 - i. Work with Custodial Services to ensure soap is adequately stocked and available
 - ii. Utilize iBuy and P Cards to purchase sanitizer, gloves and cleaning products, if needed





1. Sanitizer should only be used if handwashing is not available

6. High-risk individuals should seek shelter and work from home, when possible

- a. Employee Responsibilities
 - i. Employees 65 and over or anyone who has previously received an accommodation, shall work from home until directed to return to work by their supervisor
- b. Supervisor Responsibilities
 - i. Keep in regular communication with staff working remotely and advise them when they are returning to work, as directed by OCPS Leadership
 - ii. Seek and follow guidance from Human Resources and the Office of Legal Services ADA Compliance Officer regarding related District procedures

7. Workspace hygiene

OCPS Custodial Services has significantly increased cleaning of common areas, floors and restrooms, as well as frequent cleaning of high touch surfaces. High touch surfaces include elevator buttons, handrails, light switches, restroom stalls and dispensers, vending machines and copier/printer controls. In addition, emergency cleaning will be performed should any staff member test positive for COVID-19.

- a. Employee Responsibilities
 - i. Prior to leaving shared workspaces, District-approved cleaners or disinfecting wipes should be used to wipe down surfaces daily
 1. Household chemical cleaners such as bleach and aerosol sprays are not approved to be used in District facilities
 - ii. Non-shared workspaces should be routinely wiped down by employees
 - iii. Surfaces that should be cleaned include phones, desktops, armrests, cabinet/file drawer handles, remote controls, keyboards, mice and any other surface that is touched, especially personal items
 1. Personal items that are frequently touched and cannot be cleaned, such as upholstered items, stuffed animals, etc., should be removed from the workspace
 2. Care should be used with electronic devices so that they are not damaged by liquids
 - iv. Shared microwaves, refrigerators and other kitchen appliances should be wiped down after each use
- b. Supervisor Responsibilities
 - i. Supervisors will work with Custodial Services to ensure cleaning stations are available for staff use
 1. These stations will include District-approved cleaners and paper towels which staff can use to wipe down high touch surfaces within their workspace
 - ii. When possible, doors should be left open or unlatched to reduce the need to touch them with hands to open them

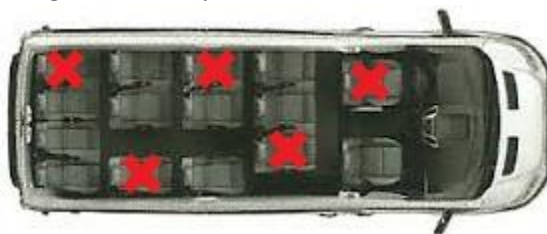
Please
Wipe Down
Equipment
After Use

8. District vehicle use

Social distancing is also needed with vehicle use. To achieve this, vehicle occupancy should be limited and surfaces should be wiped down.

- a. Employee Responsibilities
 - i. Assigned vehicles
 1. Commonly touched surfaces should be wiped down with District-approved cleaners or disinfecting wipes regularly

2. Surfaces to be cleaned include steering wheels, armrests, turn signal arms, radio controls, door handles and any other high touch surfaces
 - a. Personal items that cannot be cleaned should be removed from the vehicle
- ii. Shared vehicles
 1. Prior to leaving a vehicle at the end of each workday, District-approved cleaners or disinfecting wipes should be used to wipe down surfaces
 2. Surfaces to be cleaned include steering wheels, armrests, turn signal arms, radio controls, door handles and any other high touch surface
 - a. Personal items that cannot be cleaned should be removed from the vehicle
- iii. Vehicles with more than one passenger must limit capacity to only one person per row and all occupants shall wear face coverings, including the driver
 1. Passengers shall sit one per row of seats and on alternating sides of the vehicle to provide spacing between occupants. The vehicle should be loaded from the back row first before moving forward by row
 - a. Example: Driver sits front row left, the second-row passenger sits to the far passenger side, the third-row passenger sits to the far driver's side, and so on, as shown below with passengers being indicated by a red X



- b. Drivers who are alone in their vehicles do not need to wear face coverings
- b. Supervisor Responsibilities
 - i. Work with Custodial Services to provide cleaning stations for staff to use on vehicles
 - ii. Evaluate transportation needs of staff and limit multiple passengers in vehicle whenever reasonably possible
 - iii. Reinforce seating and face-covering guidelines when multiple passenger use is required

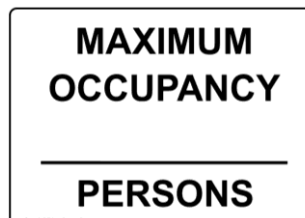
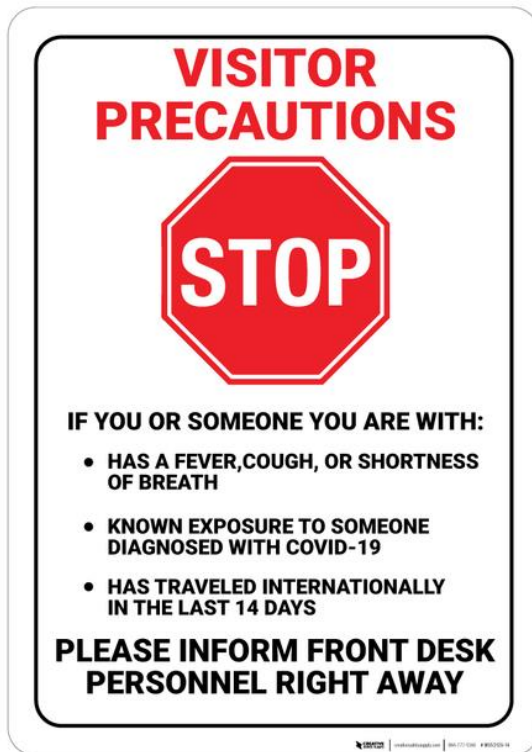
9. Contractors and Vendors

When on OCPS properties, contractors and vendors shall follow the same guidelines.

- a. Contractors and vendors shall wipe down high touched surfaces with disinfecting wipes before leaving the work area
 - i. This may include, but is not limited to, computer equipment, doorknobs, light switches, etc.
 - ii. If this is not possible, the contractor or vendor shall work with the site administrator to come up with a plan to clean the area
- iii. Bleach and aerosol sprays are prohibited from being used in District facilities

Thank you for being part of the solution as together we can keep ourselves, our coworkers,
our students and the public safe!

The below signs are approved for use and can be downloaded by holding down the Ctrl button and clicking on the image.



[Handwashing Guidance Link](#)

[Mask Use Guidance Link](#)

[Glove Use Guidance Link](#)

Appendix J

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE SCHOOL BOARD OF ORANGE COUNTY, FLORIDA
AND
THE ORANGE COUNTY CLASSROOM TEACHERS ASSOCIATION**

This Memorandum of Understanding is made on this ____ day of June 2020, by and between the School Board of Orange County, Florida (District) and the Orange County Classroom Teachers Association (OCCTA).

PURPOSE:

The purpose of this Memorandum of Understanding is to provide CTE personnel with access to their worksites and the opportunity to supervise students during clinical rotations, internships, and OJT.

WHEREAS, the State has not released guidelines for the reopening of schools for 2020 – 2021 school year.

WHEREAS, the parties recognize the importance of clinicals, OJT, internships, simulation experiences, and hands-on labs for career and technical education (CTE) students.

NOW, THEREFORE, it is agreed as follows:

1. The parties agree that CTE teachers may choose to provide on campus instructional opportunities for students and may choose to supervise students during clinical rotations, internships, and OJT. However, they are not required to do so.
2. In case student contact is necessary, the parties agree as follows:
 - a. Students and Instructional Personnel will be screened via temperature check ~~as well as respond to a brief questionnaire about any possible exposure over the last 2 weeks and any possible allergies to disinfectants.~~
 - b. ~~Students and~~ Instructional Personnel will be provided, as needed, and required to wear protective face coverings when they are within six (6) feet of each others.
 - c. District will provide masks, as needed and where required by the program, gloves, where required by the program, hand sanitizer and disinfectant wipes or cleaner.
 - d. The school's Custodial ~~services staff~~ will disinfect ~~evaluation~~ classrooms daily including tabletops, chairs, bathrooms and water fountain.
3. This agreement shall not waive the Union's right to invoke the protection of the CBA for any other school year.

ACKNOWLEDGEMENT, SIGNATURES AND DATES:

The MOU shall expire on July 30, 2020. This Agreement may be executed in counterparts, and each counterpart will have the effect of an original. Electronic and facsimile copies will be considered originals for all purposes, including enforcement. This Agreement may not be amended except by a written agreement signed by the parties.

This MOU does not establish a precedent beyond the time period set forth herein.

Dated this _____ of _____ 2020

For ~~Orange County Public Schools~~
School Board of Orange County, Florida

For Orange County Classroom
Teachers Association

James Preusser
Senior Executive Director, Human Resources

Wendy L. Doromal
President

Appendix K

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE SCHOOL BOARD OF ORANGE COUNTY, FLORIDA
AND
THE ORANGE COUNTY CLASSROOM TEACHERS ASSOCIATION**

This Memorandum of Understanding is made on this day of June 2020, by and between the School Board of Orange County, Florida (District) and the Orange County Classroom Teachers Association (OCCTA).

PURPOSE:

The purpose of this Memorandum of Understanding is to clarify working conditions during the month of July for 11-month employees.

WHEREAS, Article XV(A) of the CBA provides that:

The calendar for school psychologists shall have 228 days. The total number of paid holidays for ten and 11-month employees shall be six. School psychologists receive one additional paid day off.

WHEREAS, Schools Psychologists are expected to start the upcoming school year on July 1st, 2020.

NOW, THEREFORE, it is agreed as follows:

- ~~1. The parties agree to extend the MOU signed on April 21, 2020 until July 1, 2020.~~
2. The parties agree that School Psychologists will report to designated work site starting July 1, 2020, 6th to complete assigned duties.
3. The parties agree the District will provide the choice of working remotely, for employees who ~~self-disclose a vulnerability associated with~~ are high risk due to underlying health conditions to COVID-19. Employees who wish to work remotely will seek and obtain accommodations to work remotely through the Office of Legal Services.
4. In case student contact is necessary the parties agree as follow:
 - Students and school psychologists will be screened via temperature check ~~as well as respond to a brief questionnaire about any possible exposure over the last 2 weeks and any possible allergies to disinfectants.~~
 - **Students and** School psychologists will be provided, as needed, and required to wear protective face coverings when they are within six (6) feet of ~~each~~ others.
 - District will provide masks, as needed, hand sanitizer and disinfectant wipes.

ORANGE COUNTY CLASSROOM TEACHERS ASSOCIATION (OCCTA) – The Association reserves the right to change, modify, introduce, amend or rescind any proposals without establishing practice or prejudice as to its right to negotiate an agreement.

- **Each school psychologist will be provided a workspace with their own phone, for the day, so that they can call parents to arrange appointments starting July 6th and have a temporary extension to leave for voicemail so that parents can call back.**
 - Custodial services will disinfect evaluation rooms daily including tabletops, chairs, bathrooms and water fountains.
5. This agreement shall not waive the Union's right to invoke the protection of these Articles for any other school year.

ACKNOWLEDGEMENT, SIGNATURES AND DATES:

The MOU shall expire on July 30, 2020. This Agreement may be executed in counterparts, and each counterpart will have the effect of an original. Electronic and facsimile copies will be considered originals for all purposes, including enforcement. This Agreement may not be amended except by a written agreement signed by the parties.

This MOU does not establish a precedent beyond the time period set forth herein.

Dated this _____ of _____ 2020

For ~~Orange County Public Schools~~
School Board of Orange County, Florida

For Orange County Classroom
Teachers Association

James Preusser
Senior Executive Director, Human Resources

Wendy L. Doromal
President

Appendix L

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE SCHOOL BOARD OF ORANGE COUNTY, FLORIDA
AND
THE ORANGE COUNTY CLASSROOM TEACHERS ASSOCIATION**

This Memorandum of Understanding is made on this ____ day of June 2020, by and between the School Board of Orange County, Florida (District) and the Orange County Classroom Teachers Association (OCCTA).

PURPOSE:

The purpose of this Memorandum of Understanding is to clarify the expectations of the first day of pre-planning for the 2020-2021 school year.

WHEREAS, the CBA Article XV.B.1 states:

“Six (6) days of pre-planning prior to the first student attendance day, one of which will be a voluntary Staff Development Day, and two days of post-planning following the last student attendance day.”

WHEREAS, the School Board approved the additional pre-planning day to be on July 31st.

NOW, THEREFORE, it is agreed as follows:

1. The parties agree that Instructional Personnel will be allowed to select from the following options for the July 31, 2020 preplanning day:
 - Work in their classrooms;
 - Work from home;
 - Take a personal or sick day; or
 - Take Leave Without Pay
2. Teachers who opt to work from home will notify their administrator of that choice, and will provide their administrator with a brief summary of work completion.
3. This agreement shall not waive the Union’s right to invoke the protection of these Articles for any other school year.

ACKNOWLEDGEMENT, SIGNATURES AND DATES:

The MOU shall expire on July 31, 2020. This Agreement may be executed in counterparts, and each counterpart will have the effect of an original. Electronic and facsimile copies will be considered originals for all purposes, including enforcement. This Agreement may not be amended except by a written agreement signed by the parties.

This MOU does not establish a precedent beyond the time period set forth herein.

Dated this _____ of _____ 2020

For School Board of Orange County, Florida

James Preusser
Senior Executive Director, Human Resources

For Orange County Classroom
Teachers Association

Wendy L. Doromal
President

Appendix M

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE SCHOOL BOARD OF ORANGE COUNTY, FLORIDA
AND
THE ORANGE COUNTY CLASSROOM TEACHERS ASSOCIATION**

This Memorandum of Understanding is made on this 11th day of June 2020, by and between the School Board of Orange County, Florida (District) and the Orange County Classroom Teachers Association (OCCTA).

PURPOSE:

The purpose of this Memorandum of Understanding is to provide 10 months employees with access to their classrooms or offices during the month of July.

WHEREAS, the State hasn't released guidelines for the reopening of schools for 2020 – 2021 school year.

WHEREAS, the CBA Article XV.B.5 states:

“Instructional personnel shall be permitted to work up to three (3) days prior to preplanning to prepare their classroom. They shall check (√) in and out upon arrival and departure from their work site. Instructional personnel may be excused for an equivalent number of workdays as identified at the end of each grading period providing they have fulfilled all requirements for submitting grades.”

NOW, THEREFORE, it is agreed as follows:

1. The parties agree that Instructional Personnel will be allowed to work in their classrooms or offices during July with prior approval from the Administrator.
2. The parties agree that Administrators will provide a schedule for Instructional Personnel to work the three days prior to pre-planning established in Article XV.B.5 of the CBA.
3. The parties agree that Instructional Personnel will follow safety guidelines established by the District.
The District will provide masks, as needed, hand sanitizer and disinfectant wipes or cleaner for the teachers.
4. This agreement shall not waive the Union's right to invoke the protection of these Articles for any other school year.

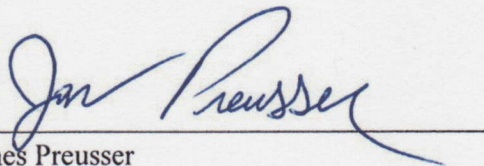
ACKNOWLEDGEMENT, SIGNATURES AND DATES:

The MOU shall expire on July 30, 2020. This Agreement may be executed in counterparts, and each counterpart will have the effect of an original. Electronic and facsimile copies will be considered originals for all purposes, including enforcement. This Agreement may not be amended except by a written agreement signed by the parties.

This MOU does not establish a precedent beyond the time period set forth herein.

Dated this 11th ^{day} of June 2020

For School Board of Orange County, Florida

A handwritten signature in blue ink, reading "James Preusser", written over a horizontal line.

James Preusser
Senior Executive Director, Human Resources

For Orange County Classroom
Teachers Association

A handwritten signature in blue ink, reading "Wendy L. Doromal", written over a horizontal line.

Wendy L. Doromal
President

Appendix N

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE SCHOOL BOARD OF ORANGE COUNTY, FLORIDA
AND
THE ORANGE COUNTY CLASSROOM TEACHERS ASSOCIATION**

This Memorandum of Understanding is made on this 14th day of June 2020, by and between the School Board of Orange County, Florida (District) and the Orange County Classroom Teachers Association (OCCTA).

PURPOSE:

The purpose of this Memorandum of Understanding is to clarify the expectations of the first day of pre-planning for the 2020-2021 school year.

WHEREAS, the CBA Article XV.B.1 states:

“Six (6) days of pre-planning prior to the first student attendance day, one of which will be a voluntary Staff Development Day, and two days of post-planning following the last student attendance day.”

WHEREAS, the School Board approved the additional pre-planning day to be on July 31st.

NOW, THEREFORE, it is agreed as follows:

1. The parties agree that Instructional Personnel will be allowed to select from the following options for the July 31, 2020 preplanning day:
 - Work in their classrooms;
 - Work from home;
 - Take a personal or sick day; or
 - Take Leave Without Pay
2. Teachers who opt to work from home will notify their administrator of that choice, and will provide their administrator with a brief summary of work completion.
3. This agreement shall not waive the Union's right to invoke the protection of these Articles for any other school year.

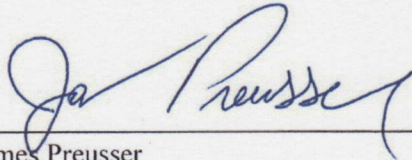
ACKNOWLEDGEMENT, SIGNATURES AND DATES:

The MOU shall expire on July 31, 2020. This Agreement may be executed in counterparts, and each counterpart will have the effect of an original. Electronic and facsimile copies will be considered originals for all purposes, including enforcement. This Agreement may not be amended except by a written agreement signed by the parties.

This MOU does not establish a precedent beyond the time period set forth herein.

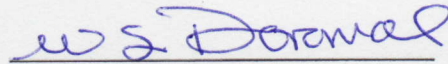
Dated this 11th ^{day} of June 2020

For School Board of Orange County, Florida

A handwritten signature in blue ink, appearing to read "Ja Preusser", written over a horizontal line.

James Preusser
Senior Executive Director, Human Resources

For Orange County Classroom
Teachers Association

A handwritten signature in blue ink, appearing to read "W L Doromal", written over a horizontal line.

Wendy L. Doromal
President