

MINUTES

CTA CBLT

Via Zoom

June 22, 2020

In Attendance

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

Additional Attendees/Guests

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

Minutes

Jim Preusser	Good afternoon? Are you ready to start?
Wendy Doromal	Yes.
Jim Preusser	I know you sent us a proposal. We sent you four proposals for you to review. Would you like us to walk you through ours or go through yours?
Wendy Doromal	Go through ours first, then yours.
Jim Preusser	Go ahead.

<p>Mark Richard</p>	<p>Good afternoon. Lucia and I want to walk you through our proposal. Hope that everyone is safe and all of our students. It is titled CTA 1, June 22. We have had enough experience around the country with NEA, AFT and FEA and multiple school districts and have made some progress with the school district here to know that there are best practices to approach crises. Intellectually honest, expert ideas. The professionals and support staff are at the center of ideas. We have never faced a crisis like this before, we have some beacons, one is to deliver the best educational and pedagogy possible. We want a world class education, whether it is through blended, brick and mortar or distance. Coupled with that is health and safety concerns. We are concerned about carrying this thing back to home and concerned for all populations, those that are more exposed to this as our young people are now. Mental health is important. We need to stand on those beacons. The only way to get to this is to have a process that allows push back, where people don't make decisions before everyone has had a voice. These principles and ground rules are designed to guide us through an unprecedented journey. The process celebrates the sharing of ideas through this journey.</p> <p>We have three opening paragraphs. Given these priorities listed, we will enter into this agreement. While the manner has changed, the access to excellent education has not. The parties are committed that exceptional education continues.</p> <p>2nd paragraph: Prior to the opening of schools the parties will agree to the prioritization of the best pedagogical practices and safety and well-being of students, employees and parents. The seven points:</p> <ul style="list-style-type: none"> • Health and safety • Training • Providing support • Maintaining privacy of students and employees • Admin teacher reporting times and locations, workload, evaluations, lesson plans and planning times, etc. in a manner consistent with current circumstances and the CBA • Training and procedures for distance learning, an incredible challenge, a video of a lecture will not be enough. Maintain student engagement. Implement hybrid models of education to maximize class time and learning • Combat inequalities in education. Level the field so all children can learn and grow <p>Finally, we need a plan to reopen schools safely amidst the pandemic.</p> <p>And then 5 ground rules:</p> <ul style="list-style-type: none"> • All sessions open to the public. • Data would be shared (and I would hope it would not cost anything for the Union) • We want three dates on the books, as we finish one, we book another and meet every week until we reach agreement. We don't have the luxury to delay. • Each party brings any person it chooses to each session to offer presentations and to provide advice.
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	<p>We would be honored to have this process. We operate this way and know that you all do to.</p> <p>This would become the ethical and professional way we conduct this process. See Appendix A.</p>
Jim Preusser	<p>Yes, we have the document and we followed along. I am going to caucus and then will respond. As you know Mark and Wendy and others, we are still in the process of conducting discussions and gathering input. Four committees are at work; I'm chairing the workforce committee. And we have been collecting suggestions from the public as well. Several members of your committee are on the subgroups as well as Wendy. This information will be given to the Superintendent and Board by the end of June.</p> <p>We have been meeting to bargain regularly, and I think we have committed to two dates on the schedule at a time.</p> <p>There are some things in here that are very broad. In our last proposals, safety and health are prominent. We will of course consider anything that CTA provides to us. I understand your position and proposal.</p>
Wendy Doromal	<p>We think this is really important with things that have happened the last few weeks. The Orange County Mayor has mandated masks. We need to follow CDC, FEA, and AFT guidelines. We would like to see more medical people involved in this process.</p>
Jim Preusser	<p>We will hold on this proposal for now and go over our proposals so we can both have discussions in our caucuses. I will have LeighAnn walk through these proposals. We are looking at the July timeframe. It is a very specific group of people that may come back into the work locations in July. It is voluntary for teachers or others to come back. We have similar language to the psychologists and CTE MOUs from last week of which we came to agreement. Wendy do you have them in front of you?</p>
Wendy Doromal	<p>Yes, we will share them with the team right now. Everyone has them now.</p>
LeighAnn Blackmore	<p>This proposal address four different instances for the summer. Our commitment to health and safety is in language in similar fashion to those MOUs from last week. The Governor's opening of schools document is urging 4-6 weeks of summer school and ESY to try to bridge the gap of what happened in the spring to the opening of school in the fall. The four weeks that we will have provided will count for the 4-6 weeks. So we are only looking at two more weeks.</p> <p>Proposal #7: The first is ESY for students with disabilities. It is the teacher's choice to participate. Just like summer school. It will be face to face. Recognizing the unique needs of these students, we have listed specific health and safety language.</p> <p>#3: we have a little more PPE here because it will be hand over hand exposure. See Appendix B.</p>
Jim Preusser	<p>Ian?</p>
Ian Gesundheit	<p>No further comment.</p>
Wendy Doromal	<p>I have questions: I know summer school time span was 4-6 weeks. Why the extension of two weeks? Is it to receive the money?</p>

Ian Gesundheit	Not sure.
Wendy Doromal	Isn't it usually four weeks?
Ian Gesundheit	Some of our students didn't receive all the services they needed.
Wendy Doromal	There was a survey form to parents...what were the results?
Ian Gesundheit	We have until the end of the day to collect results. We can get it to you.
Wendy Doromal	Will it be summer school pay?
LeighAnn Blackmore	Yes, their daily rate of pay.
Wendy Doromal	What about classrooms? Will students be in the volunteer teachers' rooms or other rooms? Some teachers have reservations about others using their rooms, afraid it won't be cleaned.
LeighAnn Blackmore	It has been shared that there are 36 sites identified, depending upon who will participate. A teacher may not be in their room if they are at another site.
Ian Gesundheit	It will be the same as ESY.
Wendy Doromal	Their room?
Ian Gesundheit	If they work there, I don't see why they would not use their own.
Wendy Doromal	Will you ask permission from a teacher to use their room, because teachers get three work days to work in their room before school begins? May I have a list of schools and a list of the rooms that will be used?
Ian Gesundheit	Right now it is up in the air until we know the number of students who will enroll as to which rooms we will use, but I can get you the sites.
LeighAnn Blackmore	We can research the CARES money. The money was for face-to-face on campus.
Wendy Doromal	The one from the Commissioner of Education?
LeighAnn Blackmore	Yes.
LeighAnn Blackmore	Proposal #8: Evaluation and re-evaluation of students conducted before school starts by diagnosticians. Similar to our other proposals, the teachers may report to work. They will be paid at their daily rate of pay. There will be temperature checks, and masks for teachers will be required. They may be closer than 6 feet so we will provide protective shields. Custodians will disinfect their rooms daily. See Appendix C.
Jim Preusser	You saw the photo of the protective shields. Did you share with the team?
Wendy Doromal	Thanks for buying the shields. But those are dividers not face shields. I'll see what Mary-Grace says.
Mary-Grace Surrena	We are happy to have the dividers, but a number of us would feel more comfortable with the face shields as well. It is hard for both parties to understand speech with masks on.

Jim Preusser	We wanted to insure that we had the shields in place. We use these shields in HR. The dimensions are 29x37. They are very portable and lightweight. The district will assemble them. The shields are what we will continue to use. There has been no conversations with leadership about face shields. In one of the proposals, we list goggles, but not face shields. We think the protective shields are appropriate but we will bubble this up. They are called Plexiglas protective shields.
Wendy Doromal	Most people think of face shields so call them Plexiglas protective shield in the proposal.
LeighAnn Blackmore	Proposal #9: This is more like traditional summer school. This is for select students that need more recovery over the summer...face to face, same kinds of language as the other two proposals. See Appendix D.
Wendy Doromal	Aren't these the same students that received four weeks of summer school? This is from the CARES Act? We would like a list of these schools.
LeighAnn Blackmore	We can get you the lists.
Wendy Doromal	We heard from an instructional coach that he would be called in to do testing for students...Algebra testing and PERT testing. They have to go back to administer the tests. I want a copy of the memo that the High School Chief sent out. How many students will there be? What precautions are there for those that are being tested? How many students will be in a room? Are there any other memos that went out? What other teachers have been requested to come in?
LeighAnn Blackmore	I will be checking into the instructional coaches. I was told last week about the groups we are discussing today. Proposal #10: ESE Staffing Specialists and ESOL Compliance Specialists. We have gone through and identified the number of ESE students by school and have provided allocations to each school. We have provided one day of planning. If they receive five days, they would get an additional day for planning for a total of six. It is to catch up from the Spring as far as recordkeeping goes and for ESOL compliance. Same health and safety precautions as the others. It is voluntary participation. We hope we get enough to get the work done. They will be paid daily rate of pay. See Appendix E.
Jim Preusser	We will try to get an answer during our caucus time. We would like to caucus now and give you a chance to look at our proposals. When do you think should come back?
Mark Richard	1:15 or 1:30
Jim Preusser	How about 1:30? If you need more time that's ok.
Jim Preusser	One more thing, I have received emails from people saying that the link is not working. Since we have 53 people that are attending from the public, I think it is working.
Wendy Doromal	I would suggest that if they cannot get in, they would need to update their Zoom app. We don't have a password for the meetings.
CAUCUS (From 12:51 PM to 1:30 PM)	

Jim Preusser	<p>We are back on, just waiting for everyone to join.</p> <p>Wendy let's go ahead. Do you want me to respond or do you want to respond?</p>
Wendy Doromal	<p>You can go ahead.</p>
Jim Preusser	<p>Many things in here are very broad. There may be some things we can counter. I need to talk with the Superintendent and the Deputy. As I look at the document, the ground rules are on page 2 and we can look at and counter some of those. Something I can comment about now:</p> <p>#1: yes, all sessions will be open to the public,</p> <p>#2: documents provided to the union; I think we have been doing that, you may disagree in terms of timing. But we do get you the information.</p> <p>#3: Seek input from parents and other stakeholders...we are doing that.</p> <p>#4: Scheduling meetings; I would rewrite that passage as it states "until an agreement is finalized". What if we don't come to agreement? Do we still have to meet? I think we have been meeting regularly. Today, I want to set up a meeting for next week. If you will pass information across, we can see it as soon as possible, we set up a counter proposal and review so we can have some possibilities for agreement.</p> <p>#5: is ok. I might reword it slightly. It is always appropriate, and helpful.</p> <p>Page 1 is very broad. There is lots of discussion that needs to occur. We have codified some things already, especially around health and safety and PPE. I should have a counter to you concerning this proposal next week. However, I would like some more specificity around 1-7 on the first page. It would help both parties. I can take a stab at this, but I would like to hear some more specifics from you all. I will be looking more at page 2.</p>
Mark Richard	<p>I think we can do Page 2. We are looking for a commitment for a dialogue on health and safety, training, help for parents and students, workload, etc. We think if these drop off we lose our beacon. Orange County Government required masks this weekend. If we do business as usual, outcomes will be usual.</p>
Jim Preusser	<p>There are things I would reword or eliminate. But, I understand what you are saying. For instance, look at #3 which is about support to parents. We understand but specific to discussion with the union, the focus would be on teachers. As far as training is concerned.</p> <p>On #2, we are finalizing protocols now.</p> <p>#1: Adequate provision of supplies, of course we are getting our PPE supplies. The adequate provision is very broad.</p>
Wendy Doromal	<p>This is intentionally broad. We will be giving you proposals. The climate is changing and cases are increasing every day. We might not go back to brick and mortar in August with cases going up. We will put further proposals across that will have specifics.</p>
Jim Preusser	<p>I will get you a response this week so we can talk about it further.</p>

Wendy Doromal	<p>We have more questions about these proposals.</p> <ol style="list-style-type: none"> 1. Have you been teaching the same students virtually? Is this a new program, or take up where they left off? 2. You said you were partnering with medical experts, we would like for you to let us know who they are and what recommendations they have made. 3. Lunches for summer school: in classes, in cafeteria with spacing, how will it work? 4. Some teachers who have deaf students would like to have a clear face shield so students can see. If district can't provide, would the teacher be reimbursed? 5. How would recess work? 6. What about social distancing within the school? 7. How many hours per day, days per week? 8. Breaks: will more breaks be given so people could have a mask break. Can't drink water in a mask. Need breaks for hand washing. 9. When would temperatures be taken, where and by whom, what would their qualifications be?
Jim Preusser	<p>We can follow up and provide in writing, but would you send them to me? I think Ian may be able to answer some now.</p>
Wendy Doromal	<p>We have more questions.</p> <ol style="list-style-type: none"> 10. Will paras be the ones who are trained for ESE students? Will the paras be with the teachers? 11. Will virtual teachers returning to the campus for summer school? 12. Is there new training for restraints for COVID? 13. How many students will be in the classroom?
Jim Preusser	<p>Ian can you answer any of these questions at this time?</p>
Ian Gesundheit	<p>I can answer a few.</p> <p>The time will be half day classes, Monday-Thursday for the two weeks.</p> <p>We are working on the social distancing piece.</p> <p>Ratios for teachers, paraprofessionals, clinic attendants and nurses...meeting all ratios, is the intent.</p> <p>ESE paras would be the ones working.</p> <p>That's what I have now, but I will get answers for the others.</p>
Jim Preusser	<p>We will get you those answers in writing early this week. Any other concerns about the proposals? I heard the face shields, do you not have any written proposals?</p>
Wendy Doromal	<p>Would need the answers to our questions before writing a counter.</p>
Jim Preusser	<p>Any other questions?</p>
Wendy	<p>We would like to discuss dates for future meeting.</p> <p>How about Monday, June 29 or Tuesday, June 30 next week? And then Monday, July 6 or Tuesday, July 7 the following week?</p>

Jim Preusser	<p>Tuesday, June 30th will work. It might be a smaller group of people. Concerning the next week, Mondays are tough to bargain on, how about July 7.</p> <p>Times? I am available anytime on June 30th. 9:30-12:30 would be fine. July 7: 9:30 to 12:30? We can always go longer.</p> <p>In the meantime, I will be looking forward to receiving in writing the questions you have. Once we have them we can give you the answers you need. And, I will get you a counter to the guidelines this week.</p>
Wendy Doromal	Thank you that will be helpful.

Appendix A

**PRINCIPLES AND GROUND RULES
FOR MAINTAINING LEARNING EXCELLENCE AND
A SAFE REOPENING OF SCHOOLS**

The School Board of Orange County, Florida (“District”) and the Orange County Classroom Teachers Association (“OCCTA”) hereby agree to the following Principles and Ground Rules for Maintaining Learning Excellence and a Safe Reopening of Schools in the era of the Coronavirus Pandemic (COVID-19):

The global Coronavirus Pandemic (“COVID-19” or “pandemic”) has forced changes in the manner in which teachers deliver and students receive their education. While the manner in which we engage has changed, the expectation to provide students with equal access to a high-quality education has not. The parties are committed to ensuring that exceptional learning continues amidst the COVID-19 Pandemic.

Prior to the reopening of schools for the 2020-2021 School Year, the parties shall enter into an agreement that prioritizes best pedagogical practices and the safety and well-being of Orange County students, families, employees, and the community. The parties will establish and memorialize student-centered best practices and mechanisms to monitor and enforce safety protocols, as necessitated by parent, student, and employee feedback; Center for Disease Control and Prevention Guidelines; recommendations from local health authorities; changes in the law; changes in the course or severity of the Pandemic; and the evolving needs of parents, students, and employees. The agreement shall include, but not be limited to:

1. Health and safety protocols such as screening and temperature checks, adequate provision and use of equipment and supplies, sanitation, social distancing, procedures for suspected and confirmed cases, maintaining regular contact with local authorities, and compliance with the Center for Disease Control and Prevention (“CDC”) guidelines and updates.
2. Training on proper safety protocols and dealing with situations unique to COVID-19.
3. Providing COVID-19 related support to parents, students, and teachers.
4. Maintaining student and employee privacy, and compliance with applicable privacy laws and regulations.
5. Administering teacher reporting times and locations, workload, evaluations, lesson plans, and planning times, and other terms and conditions of employment in a manner consistent with current circumstances and the parties’ collective bargaining agreement.
6. Training and procedures for distance learning, maintaining student engagement, and implementation of hybrid models of education to maximize class time and learning.
7. Procedures and investments to combat inequalities in education.

A plan to maintain the high-quality education our students deserve and to reopen schools safely amidst the Pandemic requires transparency, comprehensive communication, and meaningful partnership with stakeholders including local health authorities, parents, students, employees, and other community partners. To that end, the parties agree as follows:

1. All sessions shall be open to the public.
2. The District shall readily provide OCCTA with any requested documents or with any information that is germane to the subjects herein.
3. The parties will seek and consider input from parents, students, employees, local health authorities, and other stakeholders.
4. The parties shall schedule meetings in three (3) session blocks at mutually agreeable times and dates and shall make every effort to schedule at least one session for each week until an agreement is finalized.
5. Each party may bring any person it chooses to each session for the purposes of making presentations, providing advice or otherwise assisting the discussions.

Dated this _____ of _____ 2020

For School Board of Orange County, Florida

For Orange County Classroom Teachers
Association

James Preusser
Senior Executive Director, Human Resources

Wendy L. Doromal
President

Appendix B

DISTRICT PROPOSAL #7
Extended School Year (ESY) for ESE StudentsStudents with Disabilities
June 22, 2020

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 exceptional student education instructional personnel with the parameters for providing face-to-face instruction during Extended School Year (ESY) during the month of July.

WHEREAS, the State has released guidelines for the reopening of schools for 2020 – 2021 school year.

WHEREAS, the parties recognize the importance of providing instruction through ESY for our exceptional education students.

NOW, THEREFORE, it is agreed as follows:

1. The parties agree that any ESE teachers who volunteers to teach ESY shall ~~may choose to~~ provide face-to-face instruction for students with disabilities ~~ESE students; however, they are not required to do so.~~
2. Due to ~~this the potential behaviors needs of the ESE student population~~ students with disabilities, instruction will include hand over hand and possible restraint of the student(s).
3. ~~In case student contact is necessary~~ Based on the foregoing, the parties agree as follows:
 - a. Students and Instructional Personnel will be screened via temperature check.
 - b. Instructional Personnel will be provided, as needed, and required to wear protective face coverings when they are within six (6) feet of others.
 - c. The District will provide masks, as needed, goggles, gloves, gowns, hand sanitizer and disinfectant wipes or cleaner.
 - d. Custodial Services will disinfect classrooms daily including tabletops, chairs, bathrooms and water fountain.
4. This agreement shall not waive the Union's right to invoke the protection of the CBA for any other school year.

DISTRICT PROPOSAL #7
Extended School Year (ESY) for ~~ESE Students~~ Students with Disabilities
June 22, 2020

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 School Board of Orange County, Florida:

For Orange County Classroom Teachers
Association:

James Preusser

Senior Executive Director, Human Resources

Wendy L. Doromal

President

Appendix C

DISTRICT PROPOSAL #8
Diagnosticians for Speech/and Language Therapists, and Deaf/Hard of Hearing and
Vision Teachers Screenings
June 22, 2020

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 diagnosticians for speech/and language therapists, and deaf/hard of hearing and vision teachers screenings.

WHEREAS, the District needs diagnosticians instructional personnel to perform evaluations/reevaluations for speech and language, deaf/hard of hearing and vision screenings prior to the start of the 2020-21 school year.

NOW, THEREFORE, it is agreed as follows:

1. The parties agree that diagnosticians instructional personnel may report to work beginning July 6, 2020, to complete assigned duties; however, they are not required to do so.
2. In case student contact is necessary the parties agree as follow:
 - a. Students and diagnosticians instructional personnel will be screened via temperature check.
 - b. Diagnosticians Instructional personnel will be provided, as needed, and required to wear protective face coverings when they are within six (6) feet of others.
 - c. The District will provide protective shields, masks, as needed, hand sanitizer and disinfectant wipes or cleaner for diagnosticians instructional personnel.
 - d. Custodial will disinfect evaluation rooms daily including tabletops, chairs, bathrooms and water fountains.
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 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

DISTRICT PROPOSAL #8
Diagnosticians for Speech/and Language Therapists, and Deaf/Hard of Hearing and
Vision Teachers Screenings
June 22, 2020

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:

For Orange County Classroom Teachers Association:

James Preusser

Senior Executive Director, Human Resources

Wendy L. Doromal

President

Appendix D

DISTRICT PROPOSAL #9
Summer School in July
June 22, 2020

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 instructional personnel with the parameters for providing face-to-face instruction during the month of July.

WHEREAS, the State has released guidelines for the reopening of schools for 2020 – 2021 school year.

WHEREAS, the parties recognize the importance of providing instruction for select students during the month of July.

NOW, THEREFORE, it is agreed as follows:

1. The parties agree that instructional personnel who volunteer to teach Summer School shall ~~may choose to~~ provide face-to-face instruction for select students; ~~however, they are not required to do so.~~
2. ~~In case student contact is necessary~~ Based on the foregoing, the parties agree as follows:
 - a. Students and Instructional Personnel will be screened via temperature check.
 - b. Instructional Personnel will be provided, as needed, and required to wear protective face coverings when they are within six (6) feet of others.
 - c. The District will provide masks, as needed, hand sanitizer and disinfectant wipes or cleaner.
 - d. Custodial Services will disinfect 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.

DISTRICT PROPOSAL #9
Summer School in July
June 22, 2020

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 School Board of Orange County, Florida:

For Orange County Classroom Teachers
Association:

James Preusser

Senior Executive Director, Human Resources

Wendy L. Doromal

President

Appendix E

DISTRICT PROPOSAL #10
ESE Staffing Specialists and ESOL Compliance Specialists
June 22, 2020

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 ESE Staffing Specialists and ESOL Compliance Specialists performing compliance work and parent meetings.

WHEREAS, the District needs ESE Staffing Specialists and ESOL Compliance Specialists performing compliance work and parent meetings prior to the start of the 2020-21 school year.

NOW, THEREFORE, it is agreed as follows:

1. The parties agree that ESE Staffing Specialists and ESOL Compliance Specialists may report to work beginning July 6, 2020, to complete assigned duties; however, they are not required to do so.
2. In case student contact is necessary the parties agree as follow:
 - a. Students, ESE Staffing Specialists and ESOL Compliance Specialists will be screened via temperature check.
 - b. ESE Staffing Specialists and ESOL Compliance Specialists will be provided, as needed, and required to wear protective face coverings when they are within six (6) feet of others.
 - c. The District will provide protective shields, masks, as needed, hand sanitizer and disinfectant wipes or cleaner for ESE Staffing Specialists and ESOL Compliance Specialists.
 - d. Custodial Services will disinfect meeting rooms daily including tabletops, chairs, bathrooms and water fountains.
3. This agreement shall not waive the Union's right to invoke the protection of these Articles for any other school year.

DISTRICT PROPOSAL #10
ESE Staffing Specialists and ESOL Compliance Specialists
June 22, 2020

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 School Board of Orange County, Florida:

For Orange County Classroom Teachers Association:

James Preusser

Senior Executive Director, Human Resources

Wendy L. Doromal

President