

MEMORANDUM OF UNDERSTANDING #2

Health and Safety

August 4, 2022

This Memorandum of Understanding (MOU) is made on this 4th day of August, 2022 by and between the School Board of Orange County, Florida (District) and the Orange County Classroom Teachers Association (OCCTA). This Memorandum of Understanding relates to safely operating schools through December 31, 2022. Any agreed upon changes must be in writing and signed by both parties.

The parties agree as follows:

Health and Safety

1. All fully vaccinated or approved reasonable accommodation employees who test positive for COVID-19 (excluding home tests), will be eligible for up to five (5) days of COVID-Related Paid Medical Relief of Duty through December 31, 2022. Once an employee has exhausted the five (5) days of COVID-Related Paid Medical Relief of Duty leave, he/she may use available personal or sick leave.
2. Bargaining unit employees will have the option to virtually attend meetings, including faculty meetings, PLCs, and team meetings where possible. Virtual meetings may be recorded. Administrators will conduct communications via email when possible.

Bargaining unit employees, including but not limited to, Social Workers, Psychologists, Counselors, Deans, Behavioral Specialists, and Staffing Specialists may conduct and participate in IEP meetings, 504 plans, and parent-teacher conferences virtually or by conference call, if agreed to by the parent(s)/guardian(s).

3. The District will provide adequate equipment and supplies to support hygiene practices, use of Personal Protective Equipment, and sanitation. Upon request, bargaining unit employees will be provided with face masks, gloves, disinfectant wipes and/or cleaner, and hand sanitizer. Soap, paper towels, and sanitizing materials will also be provided. Bargaining unit employees are not required to clean or sanitize classrooms; however, these supplies will be available for their use.

The District will ensure that bargaining unit employees whose job description requires increased interaction with students (e.g. elective teachers, nurses, social workers, psychologists, counselors, employees who may be required to implement student restraints, and employees who work with younger students, ESE students, and students with physical conditions) are provided with supplies and equipment commensurate with their exposure level including face shields and additional supplies upon request.

Nurses and ESE teachers including those who work in self-contained classrooms will be provided with protective gowns upon request.

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4. The District will provide Social Workers and others who conduct home visits with recommended health and safety procedures.
5. Teachers will be allowed to have air purifiers in their classroom or office.

Terms and Conditions:

The parties agree to further establish, in writing, best practices and mechanisms to monitor and enforce established safety protocols, and to revisit the subjects addressed herein, as necessitated by parent, student, and employee feedback; FDOH updates, recommendations from health authorities; changes in the law; changes of the course or severity of the Pandemic; and the evolving needs of parents, students, and employees.

This Agreement sets forth an entire agreement between the parties hereto and shall supersede any and all prior agreements or understandings between the parties, except that all other provisions of the Collective Bargaining Agreement remain in full effect and in event of a conflict between this Memorandum of Understanding and the Collective Bargaining Agreement, the Collective Bargaining Agreement shall prevail unless mutually agreed by the parties in writing.

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.

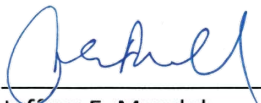
This Agreement may not be amended except by a written agreement signed by the parties.

Duration:

This Memorandum shall commence effective upon execution of this Memorandum and shall sunset on December 31, 2022, unless otherwise mutually agreed to by the parties in writing.

For School Board of Orange County, Florida:

For Orange County Classroom Teachers
Association:



Jeffrey E. Mandel
Chief Negotiator



Clinton McCracken
President