

MEMORANDUM OF UNDERSTANDING #1
Health and Safety
August 5, 2022

This Memorandum of Understanding is made on this 5th day of August 2022, by and between the School Board of Orange County, Florida (District) and the Orange Education Support Professionals Association (OESPA).

The purpose of this Memorandum of Understanding is to memorialize the parties' agreement regarding the opening of schools through December 31, 2022. The parties mutually agree on safety procedures for Orange County Public Schools 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. The District will ensure adequate equipment and supplies are provided to support hygiene practices, use of Personal Protective Equipment, and sanitation. There must be a proper supply of face coverings, gloves, disinfectant wipes and/or cleaner, hand sanitizer, and physical barriers to the extent necessary when other Personal Protective Equipment cannot be used. Bargaining unit employees will have access to supplies and equipment upon request.
3. Upon request, the District will provide bargaining unit employees with supplies and equipment commensurate with their exposure level including face masks, face shields, physical/plexiglass barriers, and gloves.

Terms and Conditions

The parties agree to revisit the subjects addressed herein, as necessitated by 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

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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 Education Support Professionals
Association:



LeighAnn Blackmore
Director, Labor Relations



Ronald Pollard
President