



**Memorandum of Understanding
Between the
St. Johns County School District
And
St. Johns Education Association
2020-2021**

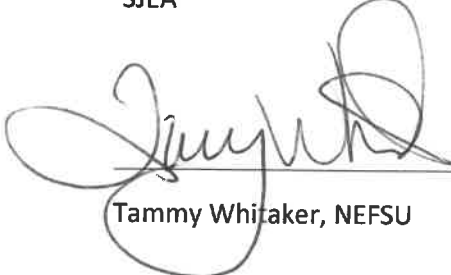
This memorandum is written to serve as an agreement between the St. Johns County School District and St. Johns Education Association. The intent of this memorandum is to provide additional planning time for instructional personnel due to the current hybrid model of instruction including brick and mortar and on-line students.

Both parties agree to the following:

1. All instructional personnel (including guidance counselors, deans, ILCs, etc.) will have 100% unencumbered individual teacher planning every Wednesday ~~for the 2020-2021 school year~~ through the first (1st) semester. (This does not include already scheduled IEP meetings, MTSS meetings, or parent conferences.) This does not preclude employees from voluntarily participating in professional development.
2. Reduce the required HR videos ~~by 50% for~~ to only the Child Abuse video for returning instructional personnel. All newly hired instructional personnel will be required to watch all required videos.
3. Eliminate the Deliberate Practice Growth Plan requirement for 2020-2021 school year.

This agreement is valid for the 2020-2021 school year.

 Cathy Weber Chief Negotiator St. Johns County School District	Date	 Justin Vogel Chief Negotiator SJEA	Date
	9-16-2020		9-16-2020

 Tammy Whitaker, NEFSU	Date
	9-16-20