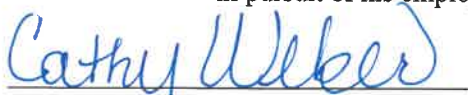


**Memorandum of Understanding  
Between the  
St. Johns County School District  
And  
St. Johns Education Association  
2020-21**

This memorandum serves as an agreement between the St. Johns County School District and the St. Johns Education Association for the 2020-2021 school year.

Due to the COVID-19 pandemic, St. Johns County students may choose between traditional brick and mortar instruction and school-based distance learning to start the 2020-2021 school year.

- The goal in the distance-learning model is for students to remain synchronous with their peers in the brick and mortar class. Teachers shall aim to maintain the same rigor and pace in school-based distance learning as in the brick and mortar setting.
- In the simultaneous instruction model, a teacher will serve distance learners concurrently with brick and mortar students through synchronous (live time) and asynchronous (without real-time interaction) instruction, as appropriate. Simultaneous instruction will at times include live audio and/or video via the teacher's laptop camera and/or microphone turned on during class. Teachers shall provide daily instruction for distance learners to maintain rigor, accountability, and pace that matches brick and mortar students. Teachers have professional choice but not to the extent of excluding synchronous altogether.
  1. Copies of recorded instruction shall not be submitted or included in a teacher's evaluation. Observations shall be conducted in-person when instruction occurs in the brick and mortar setting. Observations shall be conducted online when instruction occurs in a remote setting.
  2. When disciplinary action is being considered, recommended action will be based on the totality of the evidence, rather than the video recording(s) in isolation.
  3. If a teacher's laptop is damaged while performing live simultaneous instruction within the school site, he or she shall not be held personally responsible for the repair.
  4. All staff, students and visitors will adhere to the Acceptable Use Procedures of the St. Johns County School District. Students that do not adhere to these procedures may be subject to consequences according to the St. Johns County School District Student Code of Conduct.
  5. As per Article VII, Professional Employee Authority and Protection, A (7), "if a professional employee is sued as a result of any legal action taken during assigned duties by the professional employee while in pursuit of his employment, the Board shall provide legal counsel."



*Cathy Weber*  
*Chief Negotiator, SJCS*



*Date*



*Justin Vogel*  
*Chief Negotiator, SJE*



*Date*