



**THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA**

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**MEMORANDUM OF UNDERSTANDING  
BETWEEN THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA  
AND THE BROWARD TEACHERS UNION**

This Memorandum of Understanding is made on this 20<sup>th</sup> day of September, by and between The School Board of Broward County, Florida (SBBC) and the Broward Teachers Union-Education Professionals (BTU-EP).

**Purpose:**

The purpose of this Memorandum of Understanding is to memorialize the parties' understanding and agreement regarding commitment of The School Board of Broward County, Florida to give a one-time only additional ten (10) days of sick leave to every permanent SBBC employee who was either on the roster at Marjory Stoneman Douglas High School (MSD), or a Family Counselor or School Social Worker assigned to MSD, on February 14, 2018, and who is in an active employment status with the School Board at the time of ratification of this MOU for the 2018-2019 school year. The BTU-EP and SBBC may amend this MOU by mutual agreement to add others present at MSD on February 14, 2018, who are in an active employment status with SBBC at the time of ratification of this MOU for the 2018-2019 school year. In addition, this MOU will provide the same additional ten (10) days of sick leave to any SBBC employee who is a parent of a student who was enrolled at MSD on February 14, 2018, a current spouse of an employee employed at MSD on February 14, 2018, or an employee who lost an immediate family member (parent, current spouse, child sibling) during the February 14, 2018 tragedy.

**Duration:**

This memorandum shall commence effective July 1, 2018 and shall end on June 30, 2019.

**Scope:**

**WHEREAS** the tragic events of February 14, 2018 at Marjory Stoneman Douglas High School have affected all employees who were active on the school's roster on that day; and,

**WHEREAS** the District recognizes the employees' need for additional sick leave time for personal reasons; and,

**Terms and Conditions:**

1. In addition to all other sick leave to which the employee is otherwise entitled pursuant to collective bargaining agreement or § 1012.61, Fla, Stat., each member of the staff employed on a permanent basis, who meets the criteria as stated in the "Purpose" above, shall be granted an additional ten (10) days of sick leave as of the first day of the 2018-2019 school year. This shall be a one-time only grant made at the commencement of the 2018-2019 school year.
2. The current Marjory Stoneman Douglas Release Time process, a copy of which is attached hereto as Exhibit A, shall sunset at the end of the 2020-2021 school year, when the ninth graders currently enrolled at MSD graduate.

**Acknowledgment, Signatures and Dates:**

This represents the full and complete understanding of the parties as delineated above and does not establish a precedent for the future.

	
<u>The School Board of Broward County, Florida</u> Date	<u>Broward Teachers Union</u> Date

**Topic:** Marjory Stoneman Douglas Employee Release Time Criteria

**Background:** In the aftermath of the tragedy that occurred at Marjory Stoneman Douglas High School on February 14, 2018, impacted personnel across the organization have expressed a desire to attend to their individual recovery needs without having their accrued leave time affected. Below is the set of criteria that will be consistently applied to all employees making such requests.

#### **Release Time Criteria**

- Must be an employee of Marjory Stoneman Douglas HS, employee of the District providing service on the campus or immediate family member of a student or employee of the school at the time of the tragedy (2/14/18)
- Must be under the care of a licensed physician/health care provider or licensed therapist
- Release time request must be for the purpose of receiving scheduled counseling or health care services
- Must provide statement from physician/health care or therapist verifying the date(s) of services provided
- Request for release time must be submitted to the employee's principal/supervisor in advance of the absence
- The statement verifying dates of service from the provider must be submitted to employee's principal/supervisor upon return to work
- Principals/supervisors will submit the request and supporting documents to [TimeForMSD@browardschools.com](mailto:TimeForMSD@browardschools.com)
- Requests will be reviewed weekly by a committee facilitated through the Office of School Performance & Accountability (OSPA)
- Approved requests will be recorded by the school/location with a unique code (forthcoming) in SAP
- Denied requests will request will may result in a reduction of accrued leave time
- Employees who are required by court order to participate in criminal proceedings or must accompany their minor children (or other immediate family member) who have a court order to participate should submit (in advance) the documentation to their principal/supervisor for review by the committee facilitated through OSPA in the same manner as requests to receive counseling or health care services