

**EXECUTIVE SUMMARY OF
MEMORANDUM OF UNDERSTANDING (MOU)
BETWEEN THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA AND
THE BROWARD TEACHERS UNION – EDUCATION PROFESSIONALS
(BTU-EP) AND EDUCATION SUPPORT PROFESSIONALS (BTU-ESP)
2020-2021 SCHOOL YEAR**

Page 1 of 2

1. This MOU memorializes the parties' agreement regarding reopening of brick-and-mortar school operations for the 2020-2121 school year.
2. For the duration of the MOU, all walkthroughs not required by law, except for walkthroughs in schools that have come off State review within the last two school years, or that are required for reporting to the state, will be suspended.
3. The District will update emergency plans and contact lists and establish procedures for students and staff who have come to school with COVID-19 symptoms, or who have tested positive for COVID-19. Said procedures will be developed in accordance with public health guidance and in collaboration with BTU and health experts.
4. An employee may donate earned and accrued sick leave to a qualified district employee.
5. The District will strive to provide the choice of a remote assignment to the highest possible number of requesting employees. Eligibility for a work from home remote extended assignment is based on the function of the job and needs of the worksite. The employee must be able to perform the essential functions of the job digitally without commuting to an office. A District review panel with consultation of a medical expert will make the determination.
6. The District will provide and maintain ample supply of personal protective equipment and supplies to support hygiene behaviors, use of personal protective equipment and sanitation. Employees who have increased interaction with students will receive supplies and equipment commensurate with their exposure level. The District will provide differentiated PPE (face shields, gowns, goggles, scrubs and/or booties, as appropriate) to Education Professionals and Education Support Professionals providing services to Students with Disabilities.
7. Employees who began working on or before June 30, 2020, and are within one and one-half years of eligibility for Medicare, who opt to retire/resign between October 1, 2020 through December 31, 2020 will have their individual SBBC insurance (Medical, Dental, Vision and Core Life

**EXECUTIVE SUMMARY OF
MEMORANDUM OF UNDERSTANDING (MOU)
BETWEEN THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA AND
THE BROWARD TEACHERS UNION – EDUCATION PROFESSIONALS
(BTU-EP) AND EDUCATION SUPPORT PROFESSIONALS (BTU-ESP)
2020-2021 SCHOOL YEAR**

Page **2** of **2**

Insurance) continued at the District's expense, until the date of their Medicare eligibility.

8. For bargaining unit members who began working in August or September 2020, benefits will become effective October 1, 2020. Subsequently, for bargaining unit members whose start date is on October 1, 2020 through December 31, 2020 , benefits will begin two weeks after their employment start date.
9. There will be no camera use allowed in the classroom other than those selected and authorized for use by the teacher for instructional purposes and provided by the District on a school issued laptop, tablet, desktop or Polycom Studio USB.
10. The District will provide one (1) 'no touch' planning day in addition to two (2) 'no touch' early release days to employees in order to prepare for in-person instruction.
11. The District will maintain the modified schedule currently in effect for the daily cadence of early learning classes which places lunch, nap time, recess and a snack time at the end of the instructional day.