

**MEMORANDUM OF UNDERSTANDING
BETWEEN
CITRUS COUNTY SCHOOL DISTRICT ("District")
AND THE
CITRUS COUNTY EDUCATION ASSOCIATION ("CCEA" or "Union")
Compensation Considerations for Safe Reopening of Schools**

Instructional Staff

2019-20 EVALUATIONS: In absence of finalized evaluations for 2019-2020, pay for performance is suspended for 2020-21 as per DOE guidance.

ADDITIONAL DUTY SUPPLEMENTS: In the event athletic seasons are cancelled or cut short, athletic supplements will be paid in full only if the season has officially begun. This will be the first date allowed by CCSB and agreed upon by the school board.

Support Staff

CLASSROOM COVERAGE: When a substitute teacher cannot be secured to provide coverage in a teacher's absence, it may be necessary for support staff to provide classroom coverage. In any instance where Support are required to cover classrooms for an absent teacher at their school, the support employee shall be compensated an additional \$1.50/hour above his/her regular rate of pay. The decision as to which support staff member will be placed in a classroom to cover in a teacher's absence, lies entirely with the principal.

This MOU shall be in effect through June 30, 2021.

TA- 9/17/2020



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