



**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE SCHOOL BOARD OF CLAY COUNTY, FLORIDA
AND
CLAY COUNTY EDUCATION ASSOCIATION**



PLACEMENT OF ONECLAY ONLINE LEARNING AND CLAY VIRTUAL ACADEMY POSITIONS

This agreement is made at the request of Clay County Education Association between said Association and the School Board of Clay County on the placement of teachers to either a OneClay Online learning position or to a Clay Virtual Academy position due to change of student enrollment as a result of COVID-19. Clay County Education Association has requested that placements be driven by the District continuous date of hire for both OneClay Online Learning and Clay Virtual Academy.

1. Teachers who, due to being over the age of 65, requested a preference for a Clay Virtual Academy or OneClay Online instructional placement, by August 5, 2020, shall be given priority for a distance learning position. Clay Virtual Academy positions will be filled using District continuous date of hire and certification area. One Clay Online positions will be filled based on the District continuous date of hire and certification area within each cost center.
2. Teachers who attested that they are at a high risk for serious complications from COVID-19 or are caring for high-risk family members and stated such through their email response to Human Resources by August 5, 2020, shall be given priority for a distance learning position. Clay Virtual Academy positions will be filled using District continuous date of hire and certification area. One Clay Online positions will be filled based on the District continuous date of hire and certification area within each cost center.
3. Teachers who are involuntarily transferred to a new cost center due to COVID-19 enrollment/class size shall be given first priority, prior to the posting of vacancies, to return to their original cost center and position, should a position be available for the 2021-2022 school year.
4. Teachers who transfer to Clay Virtual Academy due to COVID-19 risk factors shall be given priority to return to their original cost center and area of certification, should a position be available for the 2021-2022 school year.
5. Any teacher who has requested a distance learning position, by August 5, 2020, and is not provided with a virtual assignment at Clay Virtual Academy or a OneClay Online position shall have the following options:
 - A. Maintain their original assigned 2020-2021 position at their cost center. If you need additional assistance with your job assignment, you may contact your principal or Human Resources.
 - B. Apply for FMLA, Extended Personal Leave, or Child-care Leave, based on eligibility.
 - C. For those employees on FMLA who convert to Extended Sick Leave, due to COVID-19, the District agrees to pay for the Board's portion of the employee's current medical insurance premium during the time on approved leave not to extend beyond the 2020-2021 school year.
 - D. For the 2020-2021 school year employees on COVID related extended leave shall not be prohibited from accepting outside employment on a temporary basis. Employees who are on FMLA/Extended Sick Leave and offered health insurance from such employment shall disclose this to the district.
 - E. Employees on Extended Personal Leave or Child-Care Leave may use their personal or sick leave to maintain a pay status.

David S. Broskie, Superintendent of Schools

Victoria Kidwell, CCEA President

Carol Studdard, School Board Chairperson

Date