

**Memorandum of Understanding  
Between the  
St. Johns County School District  
And  
St. Johns Educational Support Professional Association**

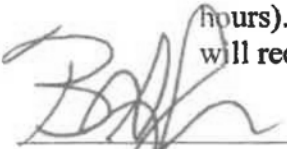
**Emergency Substitute Coverage**

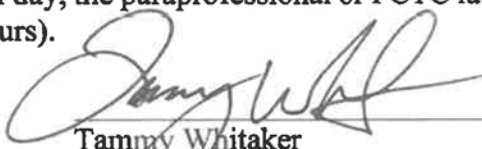
This memorandum is written as a solution to the current teacher vacancies. This MOU is effective from July 1, 2023 through ~~May 28, 2024~~ *June 30, 2023* *2024*

Employees in paraprofessional or FCTC lab assistant positions shall not be reassigned to substitute for absent teachers, except in an emergency or with the approval of the principal/designee. To avoid undue impact on the paraprofessional, FCTC lab assistant or the teachers they assist, such reassignments should be rotated among all available paraprofessionals or FCTC lab assistants.

Due to the absence of a teacher and lack of an available substitute, a paraprofessional or FCTC lab assistant may be assigned as the substitute for that teacher. Paraprofessionals and FCTC lab assistants will not be expected or requested to create lesson plans however they will be responsible for the supervision of students in their care and for providing instruction to the best of their ability.

The paraprofessionals or FCTC lab assistants will receive a supplement of \$50 for a full day (7.5 hours). If the position is filled for a half day, the paraprofessional or FCTC lab assistant employee will receive \$25 for a half day (3.75 hours).

  
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Brennan Asplen  
Chief Negotiator, Chief Negotiator, SJCS  
*8/7/23*  
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Date

  
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Tammy Whitaker  
Chief Negotiator (SJESPA), NEFSU  
*August 7, 2023*  
\_\_\_\_\_  
Date