

**Memorandum of Understanding
Between the
St. Johns County School District
And
St. Johns Education Association**

This memorandum of understanding (MOU) is written between the St. Johns County School District and the St. Johns Education Association for the remainder of the 2020-2021 school year. With the current shortage of teachers, principals are challenged with finding quality lead teachers. The intent of this MOU is to allow current associate teachers at a given school the ability to voluntarily move into a lead teacher role when a lead teacher cannot be secured.

The rationale for moving an associate teacher to a lead teaching position lends to one of the following:

1. The AT is already serving as a teacher in the class he/she is serving,
2. The AT knows the students from being on the grade level
3. If the AT is at another grade level, he/she knows the school, its routines and rituals, and familiar with the schools culture and expectations.

ARTICLE IX, Professional Employee Qualifications and Assignments states that an associate teacher can fill a regular teaching vacancy without a posting under the following circumstances:

1. A class is being split to accommodate class size and the Associate Teacher was the assigned co-teacher in that class, unless administration considers it best to assign another Associate Teacher (already employed at the worksite) to this vacancy.
2. In the spring of the school year, at their Budget Meeting, the Principal may place an Associate Teacher into a regular teaching position as a result of the Associate Teacher's positive performance during the school year.
3. Other special circumstances considered to be in the best interest of students as determined by Human Resources and with input from the SJEA President.

Due to the current teacher shortage and COVID-19 Pandemic, this request falls under a special circumstance for consideration.


Cathy Weber _____
Date

Chief Negotiator
St. Johns County School District


Justin Vogel _____
Date

Chief Negotiator
SJEA

 _____
9-16-2020