

**Memorandum of Understanding  
Between the  
St. Johns County School District  
And  
St. Johns Education Association  
2020-21 School Year**

This memorandum is written to serve as an agreement between the St. Johns County School District and St. Johns Education Association. The intent of this memorandum is to allow current employees in percentage positions to move from part time to full time positions.

Due to the ongoing struggle of recruiting teachers in critical shortage and vocational positions and to provide opportunities for growth to existing part time teachers in an efficient and effective manner, this memorandum serves to:

1. Allow part time classroom teachers (less than 60%) in vocational (academy) and critical shortage area positions (as determined by Human Resources), to move from part time status to full time status without the benefit of a posting.
2. The part time teacher may only move to full time status in the position (assignment) he/she is currently teaching, at the same school or department. Once the employee moves to full time status, he/she will be eligible for benefits, FRS and all rights and privileges afforded by school board rules, negotiated agreement and past practice.

The employee's contract status does not afford preference to a teacher under this MOU. The school will follow the reappointment/non-reappointment protocols when making employee decisions for the following school year.



**Cathy Weber**  
**Chief Negotiator, SJCS**

9-16-20

**Date**



**Justin Vogel**  
**Chief Negotiator, SJE**

9-16-2020

**Date**