

**MEMORANDUM OF UNDERSTANDING**

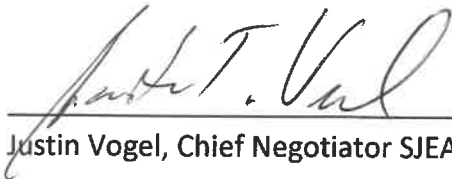
The School Board of St. Johns County and  
The St. Johns Education Association  
2020-2021

St. Johns Technical High School CBA  
2020-2021

The School Board of St. Johns County and the St. Johns Education Association hereby agree to this Memorandum of Understanding to continue to address changes in the labor contract and the effect of these changes on the employees of St. Johns Technical High School (SJTHS).

1. The parties have developed a negotiated, mutually agreed upon implementation plan in the areas identified by the parties as part of the plan. The signature of the SJEA Chief Negotiator on the MOU does not constitute an agreement to (a) reopen or otherwise modify the CBA, unless and until a subsequent negotiated time specific waiver or other agreement has been mutually agreed upon by the St. Johns Education Association and the School Board of St. Johns County or (b) limit or waive its rights and protections under the Florida Constitution, the Florida Public Employees' Relations Act and other applicable laws.
2. In the event that negotiations result in modification to the existing CBA, the St. Johns Education Association and the School Board of St. Johns County agree that such modifications are only for the instructional staff at St. Johns Technical High School who are covered by the current SJEA Negotiated Agreement.
3. For the 2020-2021 school year, SJTHS is offering the maximum of a \$2,500.00 incentive to teachers/curriculum coaches to be paid in two (2) installments (fall and spring). This incentive will be prorated based on the number of days employed at St. Johns Technical High School in an instructional position.

This Memorandum of Understanding shall expire on June 30, 2021.

  
Justin Vogel, Chief Negotiator SJEA

9-16-2020  
Date

  
Cathy Weber Chief Negotiator, SJCS

9-16-20  
Date