

March 19, 2020



Dear SCPS Teachers,

An MOU between the Seminole Education Association and Seminole County Public Schools regarding remote instruction was signed this afternoon. Teacher planning will begin (remotely) on Thursday 3/26 and Friday 3/27 and Student Remote Learning will begin on Monday March 30, 2020. Allow me to annotate the agreement and please get this information out to your colleagues.

**1 – Teacher-based employees** will be required to be available (**remotely**) beginning Thursday 3/26 and Friday 3/27 for guidance from their principals (or principal’s designee) on planning for remote learning. The plan at this point is that all classroom teachers have a remote presence for their students. We have eCampus and Google Classroom listed as those are widely up and running. Depending on the teacher’s comfort level and experience with these platforms, training will be available for teachers who need it. Beginning Monday, 3/30/2020 – remote instruction for your students will begin. You **WILL NOT have to be at your worksite** on 3/30/2020.

FEA President Fed Ingram, numerous times this week, has answered the following question to the local associations – **“Can Teachers Be Required to Return to Their Worksites?”** His answer is **YES – under the conditions that SCPS and building principals follow the CDC guidelines and recommendations for Covid-19.** Although teachers are not required to return to their schools, Mark Russi (SCPS HR) has assured me that all schools have been cleaned per CDC guidelines and the principals will follow these guidelines if teachers (or any SCPS employees) are in the buildings. **Again – Teachers will not be required to return to their schools at this point.**

Many of you have voiced your concerns asking “what will 3/26 and 3/27 look like?” We do not know at this point – but your principals should be sending out information to you.

**2 – Distance Learning.** Beginning March 30, teachers be available **four (4) hours per contract day**, between the hours of 8 am and 8 pm for student (or parent) interaction. Please understand – the four hours do not have to be consecutive (although they may be) and are up to the teacher’s discretion. Although it has not been defined yet, I highly recommend that you post your hours of availability on whatever platform you are using so students and parents are aware.

**What does “available for student interaction” look like?** We don’t know yet – but it DOES NOT mean that you will be on the phone with students and parents for four hours a day. Although the MOU states “email, telephone, or online platform” you may not want to give out your cell number to parents/students because you cannot take it back. You will need to monitor your email, SCPS voice mail, Skyward during the four hours each day. We were told that supervising administrators will be flexible and there is no plan at the present of how they will monitor the four hours teachers will be available.

**3 – Sunset language.** The final paragraph states “the MOU will sunset on June 30, 2020”. Sunset is contract language meaning termination of agreement. MOU (Memorandum of Agreement) are used in emergency situations when contracts have to be amended ASAP and cannot wait for the restrictions of collective bargaining – therefore they have a termination

date. About the June 30 issue – All but 6 or 7 teacher based employees are 10 month employees, whose contract for the 2019-2020 school year ends on May 30, 2020.

Many of you are concerned that your contract may be extended beyond May 30, 2020. The short answer is NO – it is unlikely. Teachers are contracted for 196 days per contract year. At this point, as you are not reporting to work on Monday-Wednesday of next week, teachers will fall 3 days short. Our last contracted day is May 30, 2020. The governor has the authority to waive these three days, and he may do so – but he has not waived these days at this point. The FEA is on this and will keep us updated.

**The District also told us:**

A survey will be sent to all teachers asking if they have mobile devices (laptops, or such) to be sure teachers can instruct remotely. Principals may ask (**not require**) some of their teachers (150 county wide) who they see as tech/eCampus/online learning experts, to come to their worksite on Monday 3/23, - Wednesday 3/25, to assist in planning how to help/train teachers when they return on Thursday 3/26. **These teachers will NOT BE REQUIRED to do this if asked, but if they choose to come in on these three days, they will receive a stipend.** I do not know how much – but please let me know. I want to hear of any situations where teachers are offered comp days to come in – that was NOT the agreement.

The district assured me there will be no “gotchas” regarding remote learning. Their words.

A Best Practices document will be provided to teachers and administrators

I have fielded many questions from our teachers and I will have answers hopefully by end of day tomorrow. Any other questions, please email me or use the form on the website and submit to me - <http://www.seminoleuniseriv.com/sea.html>

You are all trailblazers and heroes. You are about to make history. I sit in awe of every SCPS teacher at this moment. You may be anxious, uncertain, but I know you will do great in the next 9 weeks.

Peace to all.

Sincerely,

Dan Smith  
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