



Memorandum of Understanding Temperature Screenings COVID - 19 (2021-2022)

This Memorandum of Understanding (MOU) dated, 8/3/2021 2021 memorializes the agreement between the Duval County School Board (DCSB) and Duval Teachers United (DTU) (herein collectively the Parties) with regards to utilizing Paraprofessionals and Security Guards, assigned to elementary and K-8 school sites, to conduct temperature screenings for students and staff for the 2021-2022 school year. The Parties agree as follows:

Whereas, DCSB desires to increase the number of staff available at elementary and K-8 school sites to assist with temperature checks and prescreening prior to the start of the school day; and

Whereas, the parties desire to address the working conditions and compensation that will govern the employees prior to the start of their workday; and

Whereas, DCSB desires to utilize paraprofessionals and security guards, assigned to elementary and K-8 school sites, who choose to volunteer to serve in a different job function prior to the start of their workday; and

NOW, THEREFORE, the parties agree as follows:

Collective Bargaining Agreement

Unless otherwise expressly agreed upon below, this MOU is only supplemental to the terms of the existing provisions of the Collective Bargaining Agreement.

Eligibility Criteria

Paraprofessionals and security guards, assigned to elementary and K-8 school sites, who elect to volunteer to work prior to the start of their workday, will assist schools by conducting temperature checks and prescreening prior to student and staff entrance to the school buildings. The total number of staff needed for temperature screenings will vary per school and be based upon student enrollment totals:

School Size	Number of Staff Needed
<500	2
501 - 1000	4
1001 - 1500	6
1501 - 2000	8
>2001	10

Work Schedule

Paraprofessionals and security guards will work thirty minutes prior to the start of their assigned workday. Where needed, an employee's work schedule may be adjusted to allow an employee to prescreen students and still work their entire work schedule, for the 2021-2022 school year.

Compensation


As fair and just compensation, paraprofessionals and security guards, who volunteer to work prior to the start of their workday shall be paid at their hourly rate. Compensation made pursuant to this MOU shall be considered salary for the purposes of the Florida Retirement System and shall count towards retirement. No other employment compensation or benefits will be amended by the work or compensation for the conducting the daily temperature checks and prescreening.

If at any point temperature screenings end, the paraprofessionals and security guards will be notified one week in advance and the compensation will end.

Further and while this MOU supplements the most current collective bargaining agreement with the procedures outlined herein, it is understood expressly that this MOU shall expire June 30, 2022.

Signature 
Victoria Schultz, Assistant Superintendent,
Human Resource Services
for Duval County Public Schools (DCPS)

Date 8/3/2021

Signature 
for Duval Teachers United (DTU)

Date 8/3/2021