

Memorandum of Understanding Substitute Coverage 2021-2022

This Memorandum of Understanding (MOU) dated, 8/3/2021 memorializes the agreement between the Duval County School Board (DCSB) and Duval Teachers United (DTU) (herein collectively the Parties) for the express purpose of utilizing teachers and instructional personnel for voluntary class coverage in the absence of a substitute. The Parties agree as follows:

Whereas, DTU is the exclusive bargaining agent for the subject employees for the purpose of collective bargaining with respect to the rates of pay, wages, hours of employment, and all other conditions of employment; and

Whereas, the current COVID-19 pandemic has negatively impacted the rate of filled substitute assignments in the district schools over the past year; and

Whereas, DCSB desires to utilize teacher and instructional staff who elect to volunteer to cover classes in the absence of a substitute, to ensure sufficient coverage for students; and


NOW, THEREFORE, the parties agree as follows:


Teachers and instructional staff that provide voluntary class coverage during assigned planning periods, or who assume additional instructional responsibilities by receiving students as a result of a class being divided, will receive an increased compensation for the 2021-2022 school year. The following pay will be remitted to the teachers in elementary, secondary, and alternative schools:

Coverage Time	Compensation
Secondary Schools on a four-period day	\$28.00
Secondary Schools on a seven-period day	\$22.00
Alternative Schools on a four-period day	\$28.00
Alternative: Students divided by four teachers	\$22.00 (full day); \$11.00 (half day)
Elementary: Students divided by four teachers	\$22.00 (full day); \$11.00 (half day)

With the understanding, that the increased coverage rates and working conditions are only effective for the 2021-2022 school year. The rates will be reviewed and recommended changes, if any are needed, will be agreed upon by both parties.

THE PARTIES RECOGNIZE the procedures of this Memorandum of Understanding are supplemental to existing agreements and will become effective following its execution by the DTU authorized representative and its approval by the DCSB. Further, the parties agree this Memorandum of Understanding shall expire June 30, 2022.

Signature  Date 8/3/2021
Victoria Schultz, Assistant Superintendent,
Human Resource Services
for Duval County Public Schools (DCPS)

Signature  Date 8/3/2021
for Duval Teachers United (DTU)