

Memorandum of Agreement  
Between  
Okaloosa County School Board  
And  
Okaloosa County Education Association  
2021-2022

The Okaloosa County School District and the Okaloosa County Education Association agree that the following protocols will be followed for the 2021-2022 school year unless otherwise ended or changed earlier, upon mutual agreement, in the event of significant circumstance change.

The following safety measures will be in place to start the school year.

- Hand sanitizer will be available in every classroom, on school buses, and in other common areas.
- Each classroom will be provided disinfectant wipes.
- Daily cleaning and disinfecting protocols will be in place in schools and on buses.
- Masks will be optional in the school building and on buses. Schools and buses will have a supply of masks available. Teachers/staff will not be held responsible for student masking or mask removal.
- Signs will be displayed to remind those in schools about social distancing and the use of hand sanitizer/washing of hands.
- COVID-19 contact tracing will occur as required by the Department of Health.
- Desk barriers will be available upon request by parents. Teachers/staff will not be held responsible if students are non-compliant with parental desk barrier requests. Desk barriers may be used at the teacher's discretion.
- To minimize the use of water fountains, water bottle filling stations will be available in schools.
- Proper handwashing will continue to be emphasized.
- COVID-19 vaccination clinics will be available at school site (schedule TBD).

**“COVID Leave”**

Employees will not be charged leave if identified as a close contact at work.

Employees who have to miss work due to isolation or quarantine will be afforded a total of 10 additional (cumulative) paid sick leave (COVID) days if the absence or absences are due to certain criteria. Additional leave (5 days) may be granted for a positive result in which symptoms exceed isolation timeline.

Employees will qualify for COVID leave if identified as a close contact away from work according to the provisions above.

Employees who are awaiting COVID test results or seeking related medical assistance will be given “COVID Leave” as detailed above.

Employees who are COVID positive qualify for COVID Leave as detailed above. If an employee has a second positive COVID test occurrence tied directly to school exposure, and that occurrence forces the employee to be away from work beyond the 15 original COVID leave days, the employee will be granted up to an additional 15 days of COVID leave.

Employees who are caring for a child under quarantine or isolation or whose daycare has closed for COVID reasons will be granted COVID Leave. After using the 10 COVID days, coverage will continue at 2/3 pay. Employees may supplement this pay with their own sick leave if they so choose.

### **Leave Without Pay**

In a case of extended COVID-related illness where an employee exhausts all COVID Leave and Personal Leave, Leave Without Pay will be approved with a note from a doctor.

### **MySchool Online**

MySchool Online, and other programs like it across the state, are not available options this year. Okaloosa Online is the district's primary K-12 virtual option. Information about this option is available at [www.okaloosaschools.com/schools/okaloosa-online](http://www.okaloosaschools.com/schools/okaloosa-online).

### **Wellness Checks**

Employees should conduct their own personal wellness checks for COVID before going to work. Employees will not be conducting wellness checks for students.

### **Case Management**

COVID related case management will follow *the Florida Department of Health COVID-19 Case and Contact Management Requirements* as listed below.

## Florida Department of Health COVID-19 Case and Contact Management Requirements

### **Florida DOH Emergency Rule 64DER21-12**

#### **(I) Employees with COVID-19 symptoms and no test results**

- (a) Stay home from work.
- (b) Do not attend community activities, school-sponsored activities or be on school property until one of the following conditions is met:
  - (i) Isolate at home until the employee receives a negative diagnostic COVID-19 test (PCR or Antigen) and has no symptoms. **OR**
  - (ii) If no COVID-19 testing done, isolate ten days from symptom onset. Employee has had no fever for a minimum of 24-hours and other symptoms are improving. **OR**
  - (iii) Receives written permission to return to school from a medical doctor or physician, or advanced nurse practitioner licensed in Florida.

#### **(II) Employees with a positive test for COVID-19 (with or without symptoms)**

- (a) Stay home from work. Do not attend community activities, school-sponsored activities or be on school property.
- (b) Notify the school of positive result, provide a copy of result as requested to the school.
- (c) Do not attend school-sponsored activities or be on school property until one of the following conditions is met.
  - (i) Isolate at home until the employee receives a negative diagnostic COVID-19 test (PCR or Antigen) and has no symptoms. **OR**
  - (ii) Isolate ten days from symptom onset for those experiencing symptoms, or ten days from the date of a positive test if employee had no symptoms. Employee must not have had a fever for a minimum of 24-hours and other symptoms are improving. **OR**
  - (iii) Receives written permission to return to school from a medical doctor or physician, or advanced nurse practitioner licensed in Florida.

#### **(III) COVID-19 Close Contacts - Unvaccinated with no symptoms**

- (a) Stay home from work. Do not attend community activities, school-sponsored activities or be on school property until one or more of the following is met:
  - (i) Receive a negative diagnostic COVID-19 test (PCR or Antigen) after four days from the date of last exposure. Test is obtained on Day 5 or later. **OR**
  - (ii) Seven days have passed since the date of last exposure to the COVID-19 positive individual. Employee returns to school on Day 8.

**(IV) COVID-19 Close Contacts - Unvaccinated with symptoms**

- (a) Stay home from school. Do not attend community activities, school-sponsored activities or be on school property
- (b) Do not attend school-sponsored activities or be on school property until one of the following conditions is met.
  - (i) Isolate at home until the employee receives a negative diagnostic COVID-19 test (PCR or Antigen) and has no symptoms. **OR**
  - (ii) Isolate ten days from symptom onset. Employee must not have had a fever for a minimum of 24-hours and other symptoms are improving. **OR**
  - (iii) Receives written permission to return to school from a medical doctor or physician, or advanced nurse practitioner licensed in Florida.

**(V) COVID-19 Close Contacts - Fully vaccinated Employees or Employees with prior COVID-19 in past 90 days from most recent exposure**

- (a) Not subject to the protocols in section (3) per Rule 64DER21-12. Employee does not need to quarantine if they remain asymptomatic (well).
- (b) If employee develops symptoms follow these steps (same as in Section IV):
  - (i) Stay home from school. Do not attend community activities, school-sponsored activities or be on school property
  - (ii) Do not attend school-sponsored activities or be on school property until one of the following conditions is met.
    1. Isolate at home until the employee receives a negative diagnostic COVID-19 test (PCR or Antigen) and has no symptoms. **OR**
    2. Isolate ten days from symptom onset. Employee must not have had a fever for a minimum of 24-hours and other symptoms are improving. **OR**
    3. Receives written permission to return to school from a medical doctor or physician, or advanced nurse practitioner licensed in Florida.

**(VI) COVID-19 Close Contacts in the Home**

Those determined to be close contacts at home can return to work under the following provisions:

- (i) If close contact is self-quarantining from household positive contact:
  - a. Receive a negative diagnostic COVID-19 test (PCR or Antigen) after four days from the date of last exposure in the home **AND** maintain separation from positive case within the home through the positive case's Day 10 **OR**
  - b. Seven days have passed since the date of last exposure to the COVID-19 positive individual as noted above **AND** maintain separation from positive case within the home through the positive case's Day 10. Employee returns to school on Day 8.
- (ii) If close contact is not self-quarantining from household positive contact, the close contact's date of last exposure is the positive case's Day 10:

- a. Receive a negative diagnostic COVID-19 test (PCR or Antigen) after four days from the date of last exposure as noted above **OR**
- b. Seven days have passed since the date of last exposure to the COVID-19 positive individual as noted above. Employee returns to school on Day 8.

**Masks**

Employees have the option to wear a mask if they so choose.

**Medically fragile students**

Schools will have procedures to ensure individualized safety measures for medically fragile students. Teachers should make every effort to facilitate social distancing to the greatest extent possible.

**Extra cleaning of classrooms and other areas**

There are protocols in place to help keep our schools as clean as possible. These include spray disinfecting and cleaning frequently touched surfaces more regularly with employee-safe cleaners.

**Cleaning Supplies for Teachers**

Daily custodial cleaning of classrooms will occur, including sanitization of surfaces. Teachers will be provided with supplies to use at their discretion.

**Seating Charts**

Seating charts will be utilized to assist with the contact tracing process.

**Eglin Elementary**

The protocols for Eglin Elementary School on Eglin Air Force Base will be in accordance with the ICD guidance for the installation should any of the elements in this agreement be in conflict.

OCEA:

*Angelique Cox*  
Angelique Cox

9-2-21  
Date

For the School Board:

*J. Lee Hale*  
J. Lee Hale, Ed. D.

9/2/21  
Date

STATE OF FLORIDA  
County of Okaloosa

Subscribed and sworn before me this 2nd of September 2021

SEAL:

*Joyce M. Walker*  
Notary Public  
*Joyce M. Walker*

