

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE SCHOOL DISTRICT OF PALM BEACH COUNTY, FLORIDA
AND
THE PALM BEACH COUNTY CLASSROOM TEACHERS ASSOCIATION**

This Memorandum Of Understanding (hereinafter “Agreement”) is made effective this 20th day of February 2012 between The School District of Palm Beach County, Florida (hereinafter “School District”), and the Palm Beach County Classroom Teachers Association (hereinafter “The Association”).

WHEREAS, the above mentioned Parties’ to this Agreement wish to allow both Advanced Placement (AP) instructors and International Baccalaureate (IB) instructors to be able to participate in professional learning activities associated with being either an AP Exam Reader and/or an IB Exam Reader, and to participate in any directly related in-service and training that is to be completed prior to actually performing the professional task of an effective Exam Reader for either of these outside agencies, and

WHEREAS, Article V, Section A 1 and Section D 1. of the Parties’ Collective Bargaining Agreement (CBA) disallow an Association bargaining unit employee from engaging in employment during normal duty hours while on compensated leave, and from being gainfully employed during normal working hours while on a short-term unpaid leave;

NOW, THEREFORE, the undersigned Parties’ to this Agreement agree as more specifically set forth below.

TERMS

1. All of the statements above are true and accurate to the best of the Parties’ knowledge and belief.
2. The Association understands that this Agreement does not become final and binding until approved by the Chief Officer of Administration (COA) for the Palm Beach County School District by his signature below.
3. The Association will provide the School District with two (2) fully executed originals of this Agreement signed by the appropriate Association Officials.
4. The Parties agree that AP instructors who may be selected by the College Board and IB instructors who may be selected by the International Baccalaureate Organization to perform the professional task of being an Exam Reader must be willing to share these professional experiences upon returning to the District. For example, presenting during a PDD or LTM meeting, working with another AP or IB instructor who may be in need of


APPENDIX T – MOU – AP AND IB INSTRUCTORS PARTICIPATING IN PROFESSIONAL DEVELOPMENT ACTIVITIES
(cont'd)

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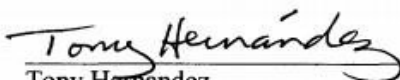
some professional assistance, or similar ways of sharing these professional development experiences with his/her colleagues.

5. The Parties agree that receiving a stipend that may be provided to AP and/or IB instructors by these outside agencies will not be considered being engaged in employment during normal duty hours nor will it be considered being gainfully employed during normal working hours. The Parties further agree that such stipends are for the purpose of reimbursing the instructor for his/her personal expenses including any reimbursement for mileage, meals, lodging and sundry expenses associated with any in-service and training related to and for participating as an Exam Reader as set forth herein. Therefore, allowing an AP and/or IB instructor to apply for a District TDE for this purpose is with the understanding that the affected employee while on an approved TDE is being paid his/her regular pay, the District will not be paying the employee a per diem or any other reimbursement for any expense incurred by the employee while using TDE leave because the outside agency is reimbursing the employee for these incurred expenses when it provides the employee a monetary stipend.

**FOR THE PALM BEACH COUNTY
CLASSROOM TEACHERS
ASSOCIATION (CTA):**



Debra Wilhelm
CTA President

Date: 2/14/12



Tony Hernandez
CTA Executive Director

Date: 2/14/12

**FOR THE SCHOOL DISTRICT OF
PALM BEACH COUNTY, FLORIDA:**


Van V. Ludy, Labor Relations Director
And Acting Chief Negotiator

Date: 2/17/12


Mark Mitchell
Chief Officer of Administration

Date: 2.20.12