

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

**Regarding a School Improvement Grant (2024-25 UniSIG)
Supplemental Teacher Allocation**

The School District of Palm Beach County (the District) and the Palm Beach County Classroom Teachers Association, Inc. (CTA), as evidenced by the respective signatures below, agree to this Memorandum of Understanding (MOU) as more specifically set forth herein.

The District has been awarded by the Florida Department of Education a Unified School Improvement Grant (UniSIG 2024-25) for the 2024-2025 school year. The purpose of this grant is to recruit and/or retain teachers with Highly Effective and Effective State VAM scores. UniSIG 2024-25 ensures a supplemental allocation is awarded to teachers assigned to Title I schools identified as needing Comprehensive Support and Improvement (CSI) due to the most recent (2024) school grade D or F (hereinafter referred to as "Project Schools").

The supplemental allocation will be paid to eligible teachers assigned to budgeted positions at the following **Project Schools**:

Elementary Schools	Middle Schools
Cholee Lake Elementary	Congress Middle
Roosevelt Elementary	
West Riviera Elementary	

To be eligible for this award, teachers must:

- Have a 2023-24 Math or English Language Arts VAM rating of Effective or Highly Effective that may include student data from 2020-21, 2021-22 and 2023-24 (3-year aggregate), 2021-22 and 2023-24 (2-year aggregate), or Algebra 2023-24 (1-year), whichever is best; and
- Teach by September 15, 2024, at a Title I school identified as CSI with a 2023-24 school grade of 'D' or 'F' or a four-year adjusted cohort graduation rate at or below 67 percent based on the 2022-23 graduation rate for the **full allocation**; or
- Teach between September 15, 2024, and January 3, 2025, at a Title I school identified as CSI with a 2023-24 school grade of 'D' or 'F' or a four-year adjusted cohort graduation rate at or below 67 percent based on the 2022-23 graduation rate for a **prorated allocation**.

It is the intent of the Parties that this grant will cover the costs associated within this MOU so that no District Operating funds need be expended to implement or maintain this Project.

GENERAL PROVISIONS

1. This one (1) year grant for the school year 2024-2025 will be in place for eligible teachers, as defined above.
2. Eligible teachers will receive an allocation not to exceed \$15,000 for teachers with Highly Effective State VAM scores and \$7,500 for teachers with Effective State VAM scores, minus applicable taxes and deductions. If an eligible teacher teaches less than full-time, the allocation will be prorated.
 - a. Funds will be dispersed in two (2) separate equal installments. The first half of the allocation will be paid no later than January 30, 2025. The second half of the allocation will be paid no later than June 30, 2025.
 - b. Teachers assigned to Project Schools as of September 15, 2024, must work for a minimum of ninety-nine (99) full or half-time contractual days during the 2024-2025 school year to be eligible. Teachers working less than a full school year but more than ninety-nine (99) days may receive a prorated portion of the award.
 - c. Instructional employees hired between September 16, 2024 and January 5, 2025 may be eligible for a prorated payment based on days worked within the eligibility period.
3. An eligible teacher does not have to be teaching a VAM grade level or subject at one of the Project Schools in FY25 to receive this allocation.
4. Teachers at these schools will participate in common planning time.

This MOU will become effective upon the Parties' representatives affixing their signatures below and will expire on June 30, 2025.

**For the Palm Beach County
Classroom Teachers Association, Inc.**



Gordan Longhofer, President

Date: 8/22/2024



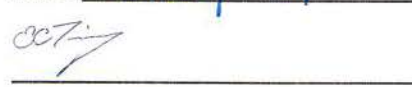
Justin Katz, Executive Director

**For the School District of
Palm Beach County, Florida**



Michael J. Burke, Superintendent

Date: 8/29/2024



Edward Tierney, Deputy Superintendent


Timothy Kubrick (Aug 23, 2024 16:19 EDT)

Tim Kubrick, Chief of Human Resources /
Chief Negotiator