

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE SCHOOL DISTRICT OF PALM BEACH COUNTY, FLORIDA
AND
THE SERVICE EMPLOYEES INTERNATIONAL UNION/FLORIDA PUBLIC SERVICES UNION (SEIU/FPSU)**

Green Champions Program Stipend

The School District of Palm Beach County ("District") and the Service Employees International Union-Florida Public Services Union ("SEIU/FPSU") agree to this Memorandum of Understanding as evidenced by the signatures below. The District and SEIU/FPSU shall be collectively referred to as "the Parties". The Parties agree as follows:

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SEIU/FPSU members who voluntarily agree to accept the responsibilities for the Green Champions **Stipend** Program as described below, and are therefore recognized as their school's designee, will receive a stipend of up to \$500, minus standard deductions, for completing required compliance tasks and performing various duties throughout the school year in accordance with the Green Champion Handbook.

Please note - other SEIU/FPSU members at the same location may still participate in the green initiatives as agreed upon by their Green Team; however, those Support Green Team members are not eligible for the stipend at this time.

As stated in School Board Policy 2.035, Section IV (8) -

To support the Sustainability Plan, each school Principal must designate an employee who must act as the Green Champion. Green Champions are school staff who are passionate about teaching environmental awareness and have the leadership skills needed to advocate change in sustainable practices within their school. Green Champions must lead school sustainability activities via a green team and serve as the point of contact for sustainability related communication for the Environmental Conservation Services (ECS) Department and may be a member of the school's HST. The School sustainability initiatives should support District-wide green practices as referenced herein and in the following Board Policies:

1. [School Bus and Heavy-Duty Diesel Vehicle Idling Reduction - 2.24](#)
2. [Purchasing Department – 6.14](#)
3. [Energy and Water Use Conservation – 7.196](#)
4. [Waste Reduction, Materials Reuse, and Recycling – 7.197](#)
5. [Indoor Air Quality – 7.195](#)

GENERAL PROVISIONS

In order to earn the stipend, the designated Green Champion must accomplish the following tasks:

- Attend Green Champion Launch Meeting / Join Google Classroom - During this meeting, Green Champions will learn more about the resources available to their school or department. They will also be asked to join the Green Champion Google Classroom.
- Create or Revamp a Recycling Campaign.
- Complete a Sustainable Schools Action Plan.
- Create or Revamp an Energy Awareness Campaign.
- Plan an Earth Day event and share it via the School District of Palm Beach County Earth Day Event form.

An exclusive Google Classroom will be established to facilitate monitoring within the Green Champion program. All stipend-associated assignments shall be posted in the designated assignments section, each accompanied by a specified deadline. Submissions beyond the stipulated time, specifically after 11:59 pm on the due date, will be considered incomplete.

The oversight of the Google Classroom, including the issuance of reminders and review of submitted documentation for stipend tasks, will be carried out by the Environmental & Conservation Services Staff. Additionally, all pertinent documents submitted as evidence of task completion will be archived at the end of FY25, ensuring compliance with auditing standards.

COMPENSATION

Each designated Green Champion will receive up to \$500 annually, minus standard deductions, for completing all required tasks. The stipend payment will be distributed as one lump sum at the end of the school year, calculated as the total amount earned from all activities completed and submitted by the respective due dates, as shown below:

Stipend Options	Time Equivalent	Stipend Amount	Due Date
Attend Green Champion Launch Meeting/Join Google Classroom	1 hour (one-time task)	\$25	September 5, 2024
Create or Revamp a Recycling Campaign	4 hours (ongoing as needed)	\$100	October 31, 2024
Complete a Sustainable Schools Action Plan	5 hours (ongoing as needed)	\$200	December 20, 2024
Create or Revamp an Energy Awareness Campaign	4 hours (ongoing as needed)	\$100	January 31, 2025

Plan and Share Earth Day Event	1 hour (ongoing as needed)	\$75	April 22, 2025
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DURATION

This MOU will become effective upon the Parties' representatives affixing their signatures below and will expire on June 30, 2025. Any further extension of this agreement may only be made by mutual agreement.

**For the Service Employees
International Union/Florida Public
Services Union**



Alphonso Mayfield, President

Date: August 12, 2024



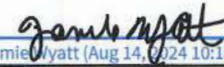
Joseph Brenner, Chief Negotiator

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



Michael J. Burke, Superintendent

Date: 8/14/24

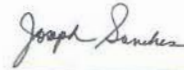


Jamie Wyatt (Aug 14, 2024 10:18 EDT)

Jamie Wyatt, Chief of Staff



Heather Frederick, Chief Financial Officer



Joseph Sanches, Chief Operating Officer



Timothy Kubrick (Aug 14, 2024 10:24 EDT)

Tim Kubrick, Chief of Human Resources /
Chief Negotiator