

MEMORANDUM OF UNDERSTANDING
BETWEEN THE PALM BEACH COUNTY SCHOOL DISTRICT
AND THE
PALM BEACH COUNTY CLASSROOM TEACHERS ASSOCIATION (CTA)

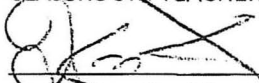
The School District of Palm Beach County (the District) and the Palm Beach County Classroom Teachers Association (CTA), as evidenced by the respective signatures below, agree to this Memorandum of Understanding (MOU) as more specifically set forth herein.

For purposes of verifying an employee's prior years of teaching experience with respect to compensation, the District agrees to acknowledge that foreign country experience completed with a "Diploma in Teaching" in Jamaica is equivalent to teaching experience earned with a minimum of a Bachelor's degree during the foreign school employment.

The parties agree that current employees who meet the criteria above and are identified as having not been credited with years of experience for their foreign country experience prior to this MOU will have their salary adjusted upon execution of this agreement. Upon execution of this MOU, no employee will be paid retroactively unless otherwise agreed to by both Parties. Denial of retroactive pay will be at the sole discretion of the District and is not grievable.

As employees present educational records from other foreign countries, both parties have mutually agreed to reconvene and further investigate the equivalence on a case-by-case basis.

FOR THE PALM BEACH COUNTY
CLASSROOM TEACHERS ASSOCIATION:

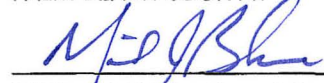

Justin Katz, President

Date: 4/27/2022


Theo Harris, Executive Director

Date: 4/27/22

FOR THE SCHOOL DISTRICT OF
PALM BEACH COUNTY:


Michael J. Burke, Superintendent

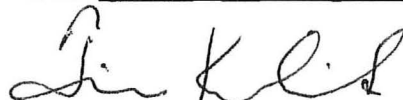
Date: 5/4/22


Jay Boggess, Chief of Staff

Date: 5/4/22


Mark Mitchell, Director, Compensation and EIS

Date: 4-27-22


Tim Kubrick, Manager Labor Relations

Date: 4/27/22