

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

Green Champions Program Stipend

The School District of Palm Beach County ("District") and the Palm Beach County Classroom Teachers Association, Inc. ("CTA") agree to this Memorandum of Understanding as evidenced by the signatures below. The District and CTA shall be collectively referred to as "the Parties". The Parties agree as follows:

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CTA 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 tasks of their choice throughout the school year in accordance with the Green Champion Handbook.

Please note - other CTA 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. Indoor Air Quality - 7.195
5. Waste Reduction, Materials Reuse, and Recycling - 7.197

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.
- Complete a recycling audit of their school site, including central receiving area.
- Complete chosen tasks from the provided grade-level appropriate Choice Boards. Each task option supports environmental literacy and sustainability initiatives.

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 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 FY26, 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, 2025
Complete a Recycling Audit of the school, including the central receiving area	2 hours (ongoing as needed)	\$100	October 31, 2025
Use <u>Choice Board</u> to complete desired tasks	Time to complete tasks will vary with chosen tasks	Up to \$375	April 27, 2025


DURATION

This MOU will become effective upon the Parties' representatives affixing their signatures below and will expire on June 30, 2026. Any further extension of this agreement may only be made by mutual agreement.

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


Gordan Longhofer, President

Date: 7/22/25


Justin Katz, Executive Director

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



Michael J. Burke, Superintendent

Date: 7/28/25


Jolande Morgan, Chief of Staff


Heather Frederick, Chief Financial Officer


Joseph Sanches, Chief Operating Officer


Tim Kubrick, Chief of Human Resources /
Chief Negotiator