

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

Employee Substitute Coverage

The School District of Palm Beach County ("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") related to Substitute Coverage payment to members of the T-Bargaining Unit ("bargaining unit members") as more specifically set forth herein.

Employee Substitute Coverage

Effective the first payroll following approval of this MOU through the end of the current school year, the Parties agree to increase the Employee Substitute Coverage payments as follows:

Secondary Schools: Employees shall be paid twenty-five (\$25) per period or thirty-seven dollars and fifty cents (\$37.50) per block in secondary schools each time he/she substitutes for a teacher who is either unavailable or absent. Any employee who absorbs a portion of a class will be compensated based on the number of students absorbed as it relates to the total number of students in the divided class, up to a maximum of \$25 per period and \$37.50 per block.

Example of payment when secondary students are absorbed by another teacher:

| Total Students in Divided Class | Number of Students Absorbed | % of Class | Period / Block | Payment Period / Block |
|--|--|-----------------------|-----------------------|-----------------------------------|
| 25 | 10 | .40 | \$25 / \$37.50 | \$10 / \$15 |

Elementary Schools: Employees at elementary schools shall be paid a total of one hundred and twenty-five dollars (\$125) per day and will be apportioned equitably between or among employees covering an absent employee's class in the event the employee is absent or unavailable for a full day. In the event an elementary employee is absent or unavailable for a half day, the apportioned amount will be sixty-two dollars and fifty cents (\$62.50).

General Provisions

The Parties agree to the following provisions:

- the maximum payment a secondary employee may earn per period is \$25
- the maximum payment a secondary employee may earn per block is \$37.50
- the maximum payment a secondary employee may earn per day is \$125
- the maximum payment an elementary employee may earn per day is \$125
- an employee may only absorb one (1) additional class per period or block

This MOU shall remain in effect through the end of the 2025–2026 school year, unless terminated earlier by the District with 30 days' written notice. Any bargained changes to the substitute coverage process or rates shall automatically supersede this MOU. Upon notice of termination, the Parties agree to meet to address any implementation concerns and consider alternative arrangements, if necessary.

For the Palm Beach County
Classroom Teachers Association, Inc.


Gordan Longhofer, President

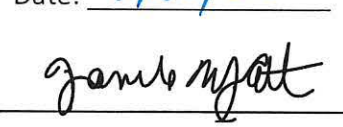
Date: 7/29/2025


Justin Katz, Executive Director

For the School District of
Palm Beach County, Florida


Michael J. Burke, Superintendent

Date: 7/30/25


Jamie Wyatt, Chief of Staff


Heather Frederick, Chief Financial Officer


Tim Kubrick

Tim Kubrick, Chief of Human Resources /
Chief Negotiator