

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

The School Board of Palm Beach County (the "District") and the Palm Beach County Classroom Teachers Association, Inc. (the "CTA"), as evidenced by the respective signatures below, agree to this Memorandum of Understanding ("MOU") related to the Palm Beach Stipend for the Student Engagement Mentor (SEM) at each District-run school.

General Provisions

As part of the SDPBC 2022-2027 Strategic Plan, the School Board followed a guiding principle to develop and enhance a student-focused culture at each school. The strategic plan notes that the district "exists to serve students and families," and the key to a student-focused culture is understanding and valuing student and family perceptions. It is around this guiding principle that the District's focus on increasing student voice and choice in educational experiences emerged. Student voice practices are the opportunities students have to participate in and influence the educational decisions that shape their lives and the lives of their peers. SDPBC believes that prioritizing the importance of peer-to-peer relationships through student voice allows students to understand its value and feel empowered to collaborate and construct experiences that are joyful and respectful. This will result in a more rigorous learning environment where all students feel safe and included. This will be accomplished by implementing the Student Voice Initiative at each district-run school. This initiative will be led by a SEM, trained to lead both students and staff through the Student Voice initiative. Therefore, the Parties agree to provide a selected staff member at each school site with a stipend of \$1,000 annually, minus standard deductions, to serve as the SEM for the Student Voice initiative. The selected SEM will assume this assignment voluntarily, and has the right to decline the assignment. The SEM will be responsible for implementing the day-to-day site-based activities of the program, identifying and meeting with the school-based student participants, training other staff members as necessary, and coordinating activities. The SEM will be privy to sensitive student information and will agree to protect that information under the Family Educational Rights and Privacy Act (FERPA). To earn the stipend, the designated SEM must accomplish the following tasks:

- Attend the annual district training session

- Select student participants, with principal input
- Hold regular meetings with students (at least on a monthly basis)
- Submit attendance documents and minutes of student meetings
- Implement the Palm Beach Playbook
- Complete reflection and self-assessment twice per year

Compensation

For completing all required tasks, each SEM will receive \$1,000 in FY25 and FY26, minus standard deductions. The stipend payment will be distributed as one lump sum at the end of the year.

Duration

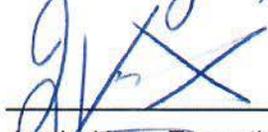
This MOU will become effective upon the Parties' representatives affixing their signatures below and will expire on June 30, 2026.

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



Gordan Longhofer, President

Date: May 13, 2024



Justin Katz, Executive Director

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



Michael J. Burke, Superintendent

Date: 5/16/24



Keith Oswald (May 14, 2024 14:52 EDT)

Keith Oswald, Chief of Equity and Wellness



Heather Frederick, Chief Financial Officer



Timothy Kubrick (May 16, 2024 08:52 EDT)

Tim Kubrick, Chief of Human Resources / Chief Negotiator