

APPENDIX V – MOU Professional Development Teacher on Assignment

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

The aforementioned parties agree to the following regarding the effort to support teachers in the development of skills and to provide instruction that ensures academic success for all children. The parties agree to the following:

1. Mutually develop a teacher level position that will focus on coordinating, training and facilitating the development of a trainer cadre to provide quality professional development to teachers in the potential areas of; Mentoring, Beginning Reading Instruction, Reading Comprehension Instruction, Instructional Strategies that Work, Foundations of Effective Teaching, Managing Anti-Social Behavior, and Delivering Effective Professional Development.
2. This agreement will be for a period of three (3) years based on priorities as mutually identified by the District and CTA. The first goal is to develop and implement a mentoring program that will train veteran teachers in best practices of mentoring new and beginning teachers.
3. This teacher will also work to support teachers with one (1) to three (3) years of experience utilizing trainings based on the American Federation of Teachers training program as well as other research-based assistance for classroom instruction.
4. This teacher will provide assistance to teachers with the Classroom Teacher Evaluation System with emphasis on improving the instructional practice within the Marzano framework.
5. The teacher will be a school district employee housed at the Classroom Teachers Association offices at 715 Spencer Drive West Palm Beach, FL 33409.
6. CTA, with input and consent from the District, will direct the planning and implementation of this agreement.
7. The job title for the teacher will be a Teacher on Assignment. The teacher will be evaluated by the Palm Beach County School District with the input from CTA leadership.
8. All trainings and course proposals must be submitted by this teacher to the District and CTA for approval. The trainings and courses offered by this teacher must be open and available to all instructional personnel within the District regardless of OTA membership.
9. Any work-related meetings or events attended by this teacher will be as a District employee following the District policies related to temporary duty elsewhere. If the teacher is to attend as a CTA representative during his/her work day, a leave of absence form must be utilized.
10. The contract will be for a three (3) year period and can be renewed in three (3) year cycles upon approval by all Parties. The teacher will remain an employee of the Palm Beach County School District and will be able to return to a similar teaching bargaining unit position as was held prior to accepting the position described in this MOU through the voluntary/involuntary transfer processes as outlined in the Collective Bargaining Agreement between the Parties ("CBA").

APPENDIX V – MOU Professional Development Teacher on Assignment (cont'd)

- 11. The salary and benefits for this individual will be the responsibility of the School District of Palm Beach County. The contract will be for up to 250 days. This teacher’s work schedule will follow the work year as set forth in the CBA. The teacher will create a work calendar for up to an additional fifty-four (54) days for approval by the District and CTA. The teacher will be paid his/her daily rate and will accrue annual leave, sick leave, and personal leave per the CBA. As a continuing member of the bargaining unit, this teacher will be eligible to receive any and all negotiated increases in salary and/or benefits.
- 12. The person selected for the position must be nationally trained through the American Federation of Teachers Professional Development Program.

FOR THE PALM BEACH COUNTY
CLASSROOM TEACHERS ASSOCIATION



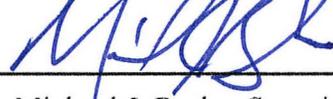
Justin Katz, President

Date: 5/12/23



Theo Harris, Executive Director

FOR THE SCHOOL DISTRICT OF PALM
BEACH COUNTY, FLORIDA

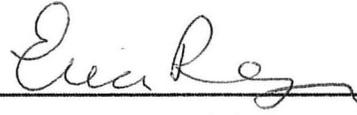


Michael J. Burke, Superintendent

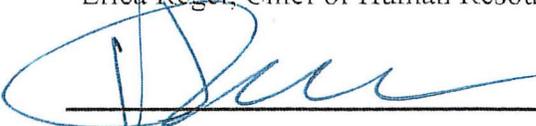
Date: 6/12/23



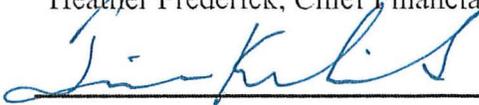
John-Anthony Boggess, Chief of Staff



Erica Reger, Chief of Human Resources



Heather Frederick, Chief Financial Officer



Tim Kubrick, Director of Labor Relations

By affixing their signatures above, the representatives of the parties attest that this Memorandum of Understanding (MOU) was tentatively agreed to this on 14th day of November 2022 and will be submitted to both the members of the CTA bargaining unit for ratification and to the School Board for adoption upon the conclusion of negotiations for the 2022-2025 successor to the Collective Bargaining Agreement. In the meantime and effective July 1, 2022 the Parties agree to implement the provisions of this tentatively agreed to MOU, pending formal ratification and approval.