

## MOU - Florida Civics Seal of Excellence Endorsement Stipend

**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
THE PALM BEACH COUNTY CLASSROOM TEACHERS ASSOCIATION  
AND  
THE SCHOOL BOARD OF PALM BEACH COUNTY**

The School Board of Palm Beach County (the "District") and the Palm Beach County Classroom Teachers Association (the "CTA"), as evidenced by the signatures below, agree to this Memorandum of Understanding ("MOU") related to the Civics Seal of Excellence Endorsement.

### **BACKGROUND**

The District elected to participate in the Florida Civics Seal of Excellence Endorsement initiative offered by the Florida Department of Education (FLDOE). The Florida Civics Seal of Excellence is a major component of Governor DeSantis' \$106 million Civic Literacy Excellence Initiative. The funding will be used to create and award qualified teachers with the Florida Civics Seal of Excellence, which includes a \$3,000 allocation per educator who completes training to earn the Endorsement. **The allocation includes the employer's share of FICA tax which reduces the stipend amount to \$2,787.**

The Florida Civics Seal of Excellence Endorsement may be accomplished through the delivery of a civic literacy-focused, online professional development system. The goal of the professional development is to ensure teachers know how to effectively implement evidence-based practices for civics and government content, and have sufficient content knowledge to teach these courses. The high-quality content for professional development is being created in conjunction with subject matter experts who have a deep and rich understanding of the founding principles of the United States and the Constitution.

### **ELIGIBILITY**

To be eligible for and receive the \$2,787 stipend (minus standard taxes and deductions), the teacher must:

1. Be a full-time employee of the District or District-approved charter school
2. Complete all course activities for the Florida Civics Seal of Excellence Endorsement virtual teacher training

### **RESPONSIBILITIES & STEPS**

1. Confirm eligibility to take the course (valid Florida teaching license)
2. Register for the course at <https://www.civicsexcellence.org/>
3. Complete all course activities and passing requirements by your course end date
4. Download the Civics Seal of Excellence Endorsement completion certificate

## COMPENSATION

Eligible teachers who complete the Florida Civics Seal of Excellence Endorsement virtual teacher training will receive a stipend of \$2,787, minus standard taxes and deductions. Payments will be made to teachers after receipt of payment from the FLDOE. The payment to teachers will be included in the next available paycheck. **After applicable taxes and deductions, the final payment amount will be less than \$2,787.**

## CHARTER SCHOOLS

Upon receipt of payment from the FLDOE for charter school(s) within the District, the District will promptly forward \$3,000 per eligible educator to a charter school(s) for the purpose of paying a \$2,787 stipend to the eligible charter school teachers that successfully completed the training, subject to appropriate reductions and withholdings as determined by the Charter School.

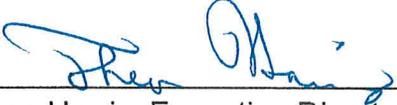
## GENERAL PROVISIONS

The Parties agree that either Party may request a meeting in writing to discuss any possible changes to this MOU. Any further extensions may only be affected by mutual understanding. If the FLDOE discontinues this program or funding for issuing a stipend at any time, the District assumes no responsibility to compensate employees for completing this program.

**For the Palm Beach County  
Classroom Teachers Association**

  
Justin Katz, President

Date: 2/8/2023

  
Theo Harris, Executive Director

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

  
Michael J. Burke, Superintendent

Date: 2/7/23

  
Jay Boggess, Chief of Staff

  
Heather Frederick, Chief Financial Officer

  
[Timothy Kubrick \(Feb 6, 2023 14:47 EST\)](#)  
Tim Kubrick, Director of Labor Relations