

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

**Reading Endorsement Supplement**

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:

The District and the CTA are committed to ensuring equitable compensation for employees with specific qualifications and certifications. The Parties previously agreed to provide a one-time supplement to school-based employees holding or obtaining the Reading Endorsement on their Florida State Department of Education-issued teaching certificate, as detailed in Appendix B of the Collective Bargaining Agreement.

The Parties agree to update the agreement to include **non-school-based employees** under the terms and conditions as follows:

**1. Reading Endorsement Supplement**

- A one-time supplement of \$1,103 shall be paid to each full-time employee, both school-based and non-school-based, assigned to and/or supports an elementary or secondary school (Middle School or High School) who holds or obtains the Reading Endorsement on his/her Florida State Department of Education-issued teaching certificate, making the employee certified to teach Reading at the secondary level or elementary courses where the Reading Endorsement or Reading certification is required.

**2. Eligibility and Maintenance Requirements**

- Employees who receive this supplement on or after July 1, 2022, are required to maintain the Reading Endorsement on their teaching certificate for at least five (5) years after adding the Reading Endorsement.
- If an employee removes the Reading Endorsement from their certificate prior to the expiration of the five-year period, the District may retrieve the supplement from the employee's pay.

**3. Payment Schedule**

- The one-time supplement will be paid after the Reading Endorsement is added to the employee's certificate.

- Payment will be made either on the last pay date in June or the last pay date in December, whichever occurs first after the endorsement is added to the employee's certificate.
- Payment will be subject to applicable taxes and deductions.

#### 4. Probationary Employees

- New employees who resign or are terminated during their probationary period are not eligible to receive this stipend.
- If an employee has received the stipend and their employment ends during their probationary period, the District may retrieve the supplement from the employee's pay.

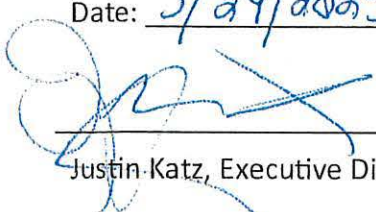
This MOU shall be effective upon execution by both Parties and shall remain in effect unless modified by mutual written agreement.

For the Palm Beach County  
Classroom Teachers Association, Inc.



Gordan Longhofer, President

Date: 3/24/2025

  
Justin Katz, Executive Director

For the School District of  
Palm Beach County, Florida



Michael J. Burke, Superintendent

Date: 4/7/25



Tim Kubrick, Chief of Human Resources



Heather Frederick, Chief Financial Officer