

MEMORANDUM OF UNDERSTANDING  
BETWEEN  
THE SCHOOL DISTRICT OF PALM BEACH COUNTY, FLORIDA  
AND  
THE SERVICE EMPLOYEES INTERNATIONAL UNION -  
FLORIDA PUBLIC SERVICES EMPLOYEES UNION (SEIU-FPSU)

As a result of negotiations between the above Parties, the following is agreed to and entered into by the Parties as evidenced by the signatures of their respective representative(s) below.

SPECIAL PROGRAM ON BEHALF OF EDUCATIONAL INTERPRETERS

As a Special Program for the 2013-2014 school year and each school year thereafter until either Party provides written notice to the other that this Special Program should be partially or entirely open for review and possible amendment via the collective bargaining process, the Parties agree as follows:

1. Effective at the end of the 2013-2014 school year and at the end of each school year thereafter, the \$4,000 stipend to be paid to eligible District Educational Interpreters Level IV (RID) is increased by \$2,000.
2. Any District Educational Interpreter who moves to a higher Credential Level (N/A to Level I, Level I to II, Level II to III, Level III to IV and/or Level IV to IV (RID)) will be paid an additional one-time non-reoccurring stipend for that year of \$500 as partial reimbursement for the cost associated with meeting the requirements to move up a Credential Level. Such one-time non-reoccurring stipend of \$500 will be paid to a District Educational Interpreter each time he/she attains a higher Credential Level and will be paid at the same time the regular annual credentialing stipends are paid.
3. The primary purpose of this Special Program is to better compensate District Educational Interpreters who attain and who have maintained their Level IV (RID) credential and to provide partial reimbursement for the cost associated with attaining a higher Educational Interpreter's Level for all District employed Interpreters.
4. In addition, a District Interpreter will be paid a two (2) hour minimum for any extra-duty assignment beyond the District Interpreter's regular assigned working hours unless he/she is notified at least twenty-four (24) hours in advance that the extra duty assignment has been cancelled.
5. All Educational Interpreter positions filled with Contracted Interpreters at the end of each school year will be posted for the upcoming school year on the District's website during the summer to allow current District Interpreters and then District-approved external applicants for District Interpreter positions to apply. Preference on placement in a position will be given first to current District Interpreters, and then to District-approved external applicants for District employed Interpreter positions. Positions not filled with current District Interpreters or then by District-approved external applicants may be filled with Contract Interpreters.

6. It is understood that as members of the SEIU-FPSU bargaining unit, the wages and terms and conditions of employment of Educational Interpreters for the Deaf and Hard of Hearing are governed, in great part, by the provisions of the current and duly executed Collective Bargaining Agreement (CBA) between SEIU-FPSU and the School District and that as a part of that CBA, they have and continue to receive a negotiated increase of 4% to their base pay effective January 1, 2014, and further enjoy all other benefits accrued to them as a result of said CBA. This Memorandum Of Understanding, when signed by the appropriate representatives of the SEIU-FPSU and the School District as indicated below, will constitute an additional agreement of the Parties as it affects the wages and terms and conditions of employment of this particular classification of District employees.
7. The District recognizes the importance of having its own properly and highly credentialed Interpreters as District employees and will strive to recruit as many credentialed Interpreters to the ultimate goal that it will no longer need to employ Contracted Interpreters. The District also appreciates the willingness of its District Interpreters to encourage non-District Interpreters and Contracted Interpreters to apply to become District Interpreters citing the liberal paid and unpaid leave provisions available only to District Interpreters, membership in the Florida Retirement System, and Medical Insurance and other employment benefits including group Life Insurance and access to both group Dental and group Vision Insurance.
8. The District pledges to work cooperatively with SEIU-FPSU and with District Interpreters represented by SEIU-FPSU to continue to study, review and consider recommendations concerning the best ways and means of responsibly improving the working conditions, professional development opportunities and the compensation package of its District-employed Interpreters.

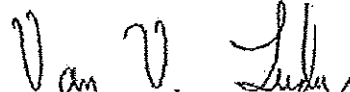
Entered into this 4th day of June, 2014

FOR THE SEIU-FPSU:

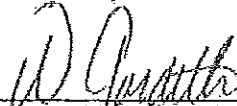


Rick Smith, Chief of Staff

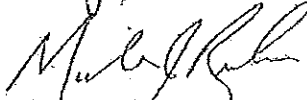
FOR THE SCHOOL DISTRICT:



Van V. Ludy, Labor Relations Director



Will Gordillo, ESE Director



Michael J. Burke, Chief Operating Officer



E. Wayne Gent, Superintendent