

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE SCHOOL DISTRICT OF PALM BEACH COUNTY, FLORIDA
AND**

THE PALM BEACH COUNTY CLASSROOM TEACHERS ASSOCIATION, INC.

One-Time Voluntary Transfer Exception – FY27 School Reconfiguration

This Memorandum of Understanding ("MOU") is entered into by and between the School District of Palm Beach County ("District") and the Palm Beach County Classroom Teachers Association ("CTA").

Background and Purpose

1. For the FY27 school year, the District will reconfigure:
 - o West Riviera Elementary School from a PreK-5 configuration to PreK-2; and
 - o Dr. Mary McLeod Bethune Elementary School from a PreK-5 configuration to Grades 3-5.
2. This reconfiguration impacts teacher grade-level assignments at both schools. Absent an exception, teachers may be assigned to grade levels outside their primary instructional experience or expertise.
3. Under Article IV, Section C - Voluntary Transfers, certain teachers affected by this reconfiguration would not otherwise meet eligibility requirements to participate in the Voluntary Transfer Process.
4. Further, because the reconfiguration does not result in a reduction of instructional units, teachers would not be subject to transfer under Article IV, Section E - Unit Adjustment Transfer (UAT) Procedures.
5. The District and CTA mutually agree that a limited, one-time exception to Article IV - Voluntary Transfers is appropriate to support effective instructional placement.

Terms of Agreement

1. **Limited Exception to Article IV – Voluntary Transfers**
Notwithstanding the eligibility requirements set forth in **Article IV - Voluntary Transfers**, the District shall grant a one-time exception for the FY27 Voluntary Transfer Period as described in this MOU.
2. **Eligibility of Teachers at Reconfigured Schools**
During the FY27 Voluntary Transfer Period:
 - o Teachers assigned to Dr. Mary McLeod Bethune Elementary School who do not otherwise qualify under Article IV may request a voluntary transfer to West Riviera Elementary School; and
 - o Teachers assigned to West Riviera Elementary School who do not otherwise qualify under Article IV may request a voluntary transfer to Dr. Mary McLeod Bethune Elementary School.
3. **Expanded Transfer Opportunities**
Teachers requesting an inter-school transfer pursuant to this MOU shall also be eligible to request transfer to any school within the District for which the teacher is properly certified and qualified, provided such transfer:
 - o Is officially offered by a principal within the Voluntary Transfer Period;
 - o Is approved by the teacher's current principal; and
 - o Is approved by the Regional Superintendent (or designee), consistent with Article IV.
4. **No Impact on Article IV – Unit Adjustment Transfer (UAT) Process**
This MOU does not constitute a unit reduction and shall not trigger the provisions of Article IV – Unit Adjustment Transfer (UAT) Process. All UAT procedures remain unchanged and fully in effect.
5. **No Precedent / No Waiver**
This MOU:

- Is a one-time, non-precedential agreement applicable solely to the FY27 Voluntary Transfer Period;
- Shall not be cited as precedent in any grievance, arbitration, or future negotiations;
- Does not modify, amend, or waive any provision of the Collective Bargaining Agreement except as expressly stated herein.

6. Expiration

This MOU shall automatically expire at the conclusion of the FY27 Voluntary Transfer Period, at which time all provisions of Article IV shall apply.

Entire Agreement

This MOU constitutes the Parties' entire understanding regarding this matter. All other terms and conditions of the Collective Bargaining Agreement remain in full force and effect.

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

Gordan Longhofer

Gordan Longhofer, President

Date: _____

Randal Oddi

Randal Oddi, Executive Director

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

Michael J. Burke

Michael J. Burke, Superintendent

Date: 1/20/26

Jamie Wyatt

Jamie Wyatt, Chief of Staff

Tim Kubrick

Tim Kubrick, Chief of Human Resources /
Chief Negotiator

Elaine Gallagher

Elaine Gallagher, Director of Recruitment
and Retention