

**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)**  
**Stronger Connections Grant Program**

The School District of Palm Beach County ("District") and the Service Employees International Union/Florida Public Services Union ("Union") agree to this Memorandum of Understanding as evidenced by the signatures below. The District and the Union shall be collectively referred to as "the Parties". The Parties agree as follows:

**PURPOSE**

This MOU establishes the terms and conditions under which eligible SEIU/FPSU unit employees may voluntarily receive a stipend for completing a one-day, in-person professional learning session funded through the Stronger Connections Grant. The training, *Creating a Culture of Student Attendance: Schoolwide Strategies to Address Chronic Absenteeism and Truancy*, is designed to build staff capacity to implement research-based, schoolwide practices that promote student attendance and address chronic absenteeism and truancy. The session will focus on tiered attendance supports aligned with the Multi-tiered System of Supports (MTSS) framework, including prevention strategies, early intervention, and targeted supports for students with emerging or chronic attendance concerns. Participants will receive a copy of the *School Leader's Guide to Tackling Attendance Challenges*.

**ELIGIBILITY**

SEIU/FPSU bargaining unit members who voluntarily participate in and complete the approved one-day, in-person professional learning session titled *Creating a Culture of Student Attendance: Schoolwide Strategies to Address Chronic Absenteeism and Truancy*, which utilizes the *School Leader's Guide to Tackling Attendance Challenges*, are eligible for a stipend, subject to the availability of grant funds and completion of all required documentation.

Participation in this training is limited to school-based staff members identified by their principal who hold roles responsible for initiating, coordinating, or overseeing schoolwide attendance initiatives. Participants should be individuals positioned to lead or support the implementation of attendance-improvement strategies within their schools. Principals may identify up to three employees to attend. If space is available, additional participants may be considered upon written request made to [amy.mazzocco@palmbeachschools.org](mailto:amy.mazzocco@palmbeachschools.org).

Eligible roles include, but are not limited to: assistant principals, school counselors, behavioral health professionals, SBT leaders, PBIS contacts, or other staff designated by the principal to support student attendance improvement efforts.

Participation is voluntary and not a condition of employment.

## **PROGRAM DESCRIPTION**

The professional learning session shall be facilitated by District Subject Matter Experts from the Department of Safe Schools and shall focus on implementing evidence-based strategies to improve student attendance through a Multi-Tiered System of Supports (MTSS) framework. Participants will learn how to establish schoolwide practices that promote a culture of student attendance, implement targeted interventions for students with emerging attendance concerns, and develop individualized supports for students experiencing chronic absenteeism and truancy.

To allow for scheduling flexibility, multiple training dates will be offered in July 2026.

Each session will be conducted in person from 9:00 a.m. to 3:00 p.m. The schedule will include a one-hour duty-free lunch and short morning and afternoon breaks.

By the conclusion of the session, participants will develop an implementation plan outlining strategies their school will use to strengthen attendance practices and address chronic absenteeism. This plan will be submitted and retained as documentation of session completion.

## **COMPENSATION**

Eligible SEIU/FPSU unit employees who successfully complete the training and required documentation, as referenced above, shall receive a stipend of **\$150.00**, subject to standard payroll deductions, in accordance with grant requirements.

The stipend amount represents compensation for completion of the training only and does not create a recurring obligation beyond the grant period.

## **PAYMENT TERMS**

Stipends will be issued following verification of attendance and completion of required documentation. Eligible participants will receive a lump-sum payment processed through the District payroll system and issued separately from the employee's regular paycheck.

## **LIMITATIONS**

Stipends are contingent upon continued availability of grant funds and compliance with all federal and state grant requirements. If grant funding is reduced, delayed, or rescinded, the District shall have no obligation to provide stipends beyond available funds.

Participation does not entitle employees to future stipends for similar activities unless expressly negotiated.

## **NON-PRECEDENT**

This MOU is non-precedential and shall not be cited as a past practice or used to establish entitlement to stipends for professional development outside the specific grant-funded activity described herein.

## DURATION

This MOU shall become effective upon execution by the Parties and shall expire on **June 30, 2027**, or upon exhaustion of grant funds, whichever occurs first. Any extension must be by mutual written agreement of the Parties.

**For Service Employees  
International Union/Florida Public  
Services Union**

*Afifa Khaliq*

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Afifa Khaliq, Interim President

Date: 05/09/2026

*Mark W. Floyd*

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Mark W. Floyd, Esq., Chief  
Negotiator

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

*M. J. Burke*

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Michael J. Burke, Superintendent

Date: 8/27/26

*Keith Oswald*

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Keith Oswald, Chief of Student Health and  
Wellness

*Heather Frederick*

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Heather Frederick, Chief Financial Officer

*Tim Kubrick*

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Tim Kubrick, Chief of Human Resources /  
Chief Negotiator