

**MEMORANDUM OF UNDERSTANDING**  
**Between**  
**The School District of Palm Beach County**  
**And**  
**The Palm Beach County Classroom Teachers Association**

The School District of Palm Beach County (the "District") and the Palm Beach County Classroom Teachers Association ("CTA"), as evidenced by the respective signatures below, agree to this Memorandum of Understanding ("MOU") as more specifically set forth herein.

Appendix B (Supplements) is hereby amended to include the following:

All Levels – Retention Supplement

Effective August 1, 2019, all T-bargaining unit employees will receive the following retention supplements:

- \$1,000 per year to those employees who have completed one (1) but less than (5) years of teaching experience;
- \$5,000 per year to those employees who have completed five (5) but less than ten (10) years of teaching experience; or
- \$10,000 per year to those employees who have completed more than ten (10) years of teaching experience.

The determination of years of experience will be made on July 1<sup>st</sup> of each year in compliance with Article VIII Section B (Experience for Salary Defined). Part-time employees are eligible to receive a prorated share of this supplement. The supplement will be paid out throughout the year in twenty-two (22) or twenty-six (26) paychecks rather than in a lump sum; therefore, any employee hired after the first day of the school year will be entitled to receive a prorated share of the supplement.

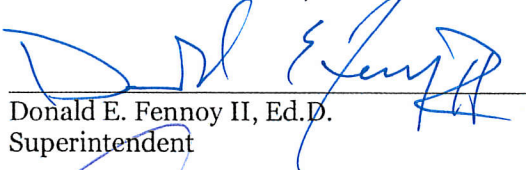
The Parties agree that the financial position of the District for this Supplement is based on the property tax referendum passed in November 2018. It is further agreed that, if any future lawsuit, legislation, regulation or economic change affects the District's financial position, both Parties shall enter into negotiations,

in good faith, in order to reach an equitable solution that maintains the economic equilibrium of this Agreement. Failing to reach agreement on such equitable solution, the Parties shall proceed under Florida Statutes §447.4095 (financial urgency) to reach a resolution.

The retention supplement will sunset on June 30, 2023 unless extended by the voters of Palm Beach County. At which time, both parties will meet to negotiate any mutually agreed upon changes.

Except as otherwise specifically provided herein, this Memorandum of Understanding fully and completely incorporates the understanding of the Parties regarding the monies promised to employees as part of the property tax referendum referenced above. The terms and conditions set forth in this Agreement represent the full and complete understanding and commitment between the Parties.

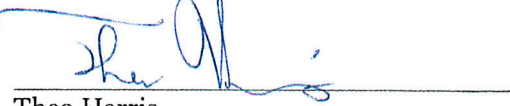
FOR THE SCHOOL DISTRICT OF  
PALM BEACH COUNTY, FLORIDA

  
\_\_\_\_\_  
Donald E. Fennoy II, Ed.D.  
Superintendent

  
\_\_\_\_\_  
Gonzalo S. LaCava, Ed.D.  
Chief of Human Resources

FOR THE PALM BEACH COUNTY  
CLASSROOM TEACHERS ASSOCIATION

  
\_\_\_\_\_  
Justin Katz  
President

  
\_\_\_\_\_  
Theo Harris  
Executive Director

Fully executed this 15<sup>th</sup> day of January, 2019.