

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.

The Florida Department of Education has determined that an Educational Emergency exists for Palm Beach Lakes High School, Gove Elementary School and West Riviera Elementary ("Turnaround Schools"). As required by Florida Statutes §1001.42(21), the Parties to this MOU agree that as District-Managed "Turnaround" Schools, the provisions of the Collective Bargaining Agreement ("CBA") between the Parties which limit the Principals' autonomy with regard to selection, placement, and expectations of instructional personnel shall be waived for the term of the Schools of Hope Grant for which this MOU was written. The Parties agree to meet in July 2018 to discuss and address any issues that may have occurred as a result of this waiver for implementation in the 2018-2019 school year.

The District will provide professional development for the teachers at the Turnaround Schools to assist in improving instruction. Additional professional development will be provided to teachers who are rated as Needs Improvement based upon up to three years of V.A.M. data. The teachers may be requested to attend professional development opportunities scheduled outside of the teachers' regular duty-day. Should the teacher choose to participate in such an opportunity, he/she will be paid the mandatory in-service rate as set forth in the CBA. Part of the additional resources provided will include mandatory participation in the Peer Assistance Review (P.A.R.) program.

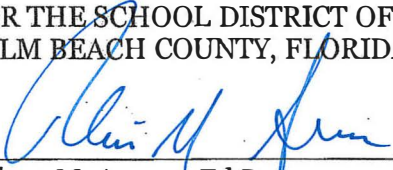
The Parties agree that the Turnaround Schools are difficult to staff and provide additional challenges to the instructional staff. In recognition of sacrifices our teachers make for their students, any teacher employed at a Turnaround School on the date of Survey 2

(October FTE) in 2017, will receive a retention bonus of two thousand dollars (\$2,000) as soon as possible after execution of this MOU.

A two thousand dollar (\$2,000) retention bonus will be paid again to all teachers who were employed at a Turnaround School on the dates of the Survey 2 in 2017 and 2018 within two (2) months of the survey completion in October 2018. However, if the school grade for 2017-2018 improves at least one letter grade, the teachers employed at the school on the dates of the Survey 2 in 2017 and 2018, will receive a performance bonus of three thousand dollars (\$3,000) in lieu of the second retention bonus within two (2) months of the survey completion in 2018.

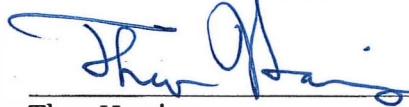
The maximum amount that may be received under the Schools of Hope Grant is five thousand dollars (\$5,000). All referenced amounts are dependent upon funding from the State of Florida and will be subject to standard deductions.

FOR THE SCHOOL DISTRICT OF
PALM BEACH COUNTY, FLORIDA

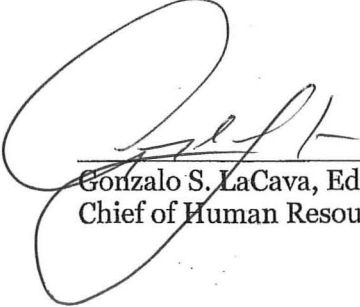


Robert M. Avossa, Ed.D.
Superintendent

FOR THE PALM BEACH COUNTY
CLASSROOM TEACHERS ASSOCIATION



Theo Harris
Executive Director



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



Justin Katz
President

Fully executed this 13th day of February, 2018.