

**Memorandum of Understanding
Between the School District of Palm Beach County, Florida
And the Palm Beach County Classroom Teachers Association**

In an effort to retain high quality instructional employees for the School District of Palm Beach County ("the District") and advance the District's goal and objectives contained in the Strategic Plan, the Departments of Recruitment & Retention and Professional Development have collaborated to create a Teacher Ambassador Pilot program to recruit, support and onboard new teachers. The Parties agree this 23rd day of May 2018, Teacher Ambassadors will be selected from the instructional personnel at the following schools:

C.O. Taylor/Kirklane Elementary
Freedom Shores Elementary
KEC/Canal Point Elementary
Lake Park Elementary
Palm Springs Elementary
Orchard View Elementary

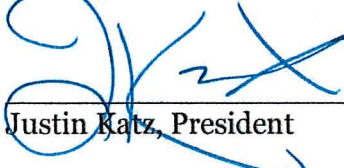
Jeaga Middle
Forest Hill High
Lake Worth High
Palm Beach Lakes High
Royal Palm Beach High

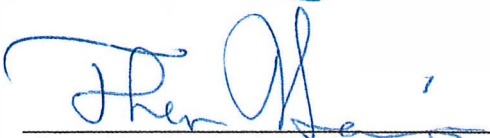
The Principals at these schools will provide a copy of this fully executed MOU to all teachers at the first available opportunity.

1. The District will create a five thousand dollar (\$5,000) per year, minus standard deductions, Teacher Ambassador supplement beginning August 2018 and continuing through June 30, 2020. The supplement will be divided in equal amounts throughout the school year.
2. To be eligible for a Teacher Ambassador supplement, the employee must:
 - a. Have at least three (3) years of teaching experience within the District;
 - b. Clinical Educator training; and
 - c. Have prior documented mentoring experience.
3. It is preferred that candidates for the supplement have:
 - a. An interest in instructional, school-based or district leadership opportunities;
 - b. Demonstrated characteristics such as collegiality, growth focused, trustworthiness, and attention to detail with the ability to provide and constructive feedback; and/or
 - c. At least three years of effective or highly effective evaluations.
4. The Teacher Ambassador will be required to perform tasks in addition to his/her regular instructions duties including, but not limited to, the following:
 - a. Attend professional learning sessions;

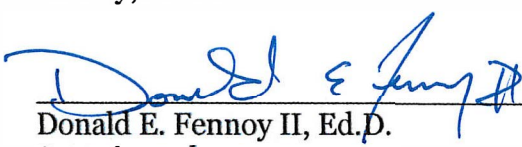
- b. Participate in job fairs;
 - c. Collaborate with administration on teacher screening and interviews;
 - d. Lead welcome activities for new teachers;
 - e. Collaborate with administration and other employees to create an onboarding plan, to ensure instructional support and to plan social activities for new teachers;
 - f. Help identify, train and coordinate the work of new mentor teachers;
 - g. Provide quarterly agendas for mentor meetings with reflection;
 - h. Submit meeting sign-in sheets;
 - i. Provide monthly updates in the form of onboarding logs for new teachers; and
 - j. Maintaining an interview log.
5. The Parties understand that a *limited* number of the required activities may *infrequently* occur during elementary relief time, planning time, beyond the regular duty day and/or during non-contractual work days. The Teacher Ambassadors will not receive any additional compensation or compensatory time for these activities beyond that which is contained within this Agreement.
6. The Parties also agree that any provisions of the Collective Bargaining Agreement in conflict with this Memorandum of Understanding are waived for the duration of this MOU, but only for those employees chosen as Teacher Ambassadors under this pilot program. The Parties further agree to meet no less than four (4) times per year to discuss any successes or challenges of the pilot program to ensure that it is implemented in a manner to safeguard the common goal of increasing recruitment and retention levels in the pilot schools.
7. The Parties agree that this MOU will expire on June 20, 2020. Any further extensions may only be effected by mutual written agreement.

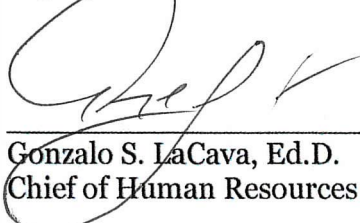
For the Palm Beach County
Classroom Teachers Association


Justin Katz, President


Theo Harris, Executive Director

For the School District of Palm Beach
County, Florida


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