Memorandum of Understanding Between
The School Board of Palm Beach County and
The Palm Beach County Classroom Teachers Association

NYU Steinhardt Masters of Arts Teacher Residency Program MOU

The School Board of Palm Beach County (the "District") and the Palm Beach County Classroom Teachers Association (the "CTA") as evidenced by the respective signatures below, agree to this Memorandum of Understanding ("MOU") related to the NYU Steinhardt School of Culture, Education and Human Development ("NYU") Masters of Arts Teacher Residency Program and its impact on members of the bargaining unit ("Teachers") as more specifically set forth herein.

In an effort to retain high quality instructional employees for the District and advance the District's goal and objectives contained in the Strategic Plan, the School District of Palm Beach County Department of Recruitment and Retention and NYU have collaborated for the purpose of providing a teacher residency program for students enrolled in the Master of Arts in Teaching and NYU Teacher Residency (NYU TR). The Parties agree this 1st day of August 2022.

NYU Mentor teachers will be selected from the instructional personnel at:

- Palm Beach Lakes High School
- John F. Kennedy Middle School

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

1. The District will create a four thousand five hundred dollars ($4,500) per year, minus standard deductions, NYU Mentor Teacher supplement beginning July 1, 2022 and continuing through June 30, 2023. The supplement will be divided in equal amounts throughout the school year.

2. To be eligible for a NYU Mentor Teacher supplement, the employee must:
    a. Have at least three (3) years of teaching experience within the District;
    b. Clinical Educator training;
    c. Have prior documented mentoring experience; and
    d. Have at least 3 years of overall effective or highly effective evaluations

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, a focus on growth, equity and cultural responsiveness, and attention to detail with the ability to provide constructive feedback.

4. The NYU Mentor Teacher will be required to perform tasks in addition to his/her regular instructional duties including, but not limited to, the following:
    a. Lead welcome activities for the NYU Teacher Intern;
    b. Collaborate with school administration and other employees to create an onboarding plan and instructional support activities for the NYU Teacher Intern;
    c. Help identify, train and coordinate the work of NYU Teacher Intern;
    d. Participate in meetings, 60 - 90 minutes per week with their Resident Teacher to provide support of the Gradual Release of Responsibility Model, provide mentoring practices, and coaching feedback to their Resident Teacher;

e. Attend and participate in 75 - 90 minutes of professional development per month with NYU on core teacher leadership skills;
f. In addition, Mentor teachers and Interns will meet with Resident Directors (3) three times per school year to formally document and discuss resident's progress;
g. Provide agendas and maintain a mentor/mentee log with reflection;
h. Submit meeting sign-in sheets; and
i. Provide written monthly updates to school administration and NYU Residency Director in the form of onboarding logs for new teachers.

5. The Parties understand that a limited number of the required activities may infrequently occur during planning time or beyond the regular duty day. The NYU Mentor Teacher 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 NYU Mentor Teachers under this program.

7. The Parties will meet two (2) times per year at the request of either Party to discuss the progress of the NYU program.

8. The Parties agree that this MOU will expire on June 30, 2023. Any further extensions may only be affected by mutual written agreement.

For the Palm Beach County Classroom Teachers Association

Justin Katz, President

Date: 8/1/22

Theo Harris, Executive Director

For the School District of Palm Beach County, Florida

Michael J. Burke, Superintendent

Date: 8/9/22

John-Anthony Boggess, Chief of Staff

Heather Frederick, Chief Financial Officer

Erica Reger
Erica Reger (Aug 4, 2022 09:04 EDT)

Erica Reger, Chief of Human Resources

Timothy Kubrick (Aug 3, 2022 15:15 EDT)

Tim Kubrick, Director of Labor Relations