

**MEMORANDUM OF UNDERSTANDING**  
**Between**  
**The School District of Palm Beach County**  
**And**  
**The Palm Beach County Classroom Teachers Association**  
  
**Regarding a School Improvement Grant (2023-24 UniSIG)**  
**Supplemental Teacher Allocation**

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 District has been awarded by the Florida Department of Education a Unified School Improvement Grant (UniSIG 2023-24) for the 2023-2024 school year. The purpose of this grant is to recruit and/or retain teachers with Highly Effective and Effective State VAM scores. UniSIG 2023-24 ensures a supplemental allocation is awarded to teachers assigned to Title I schools identified as needing Comprehensive Support and Improvement (CSI) due to the most recent (2023) school grade D or F (hereinafter referred to as "Project Schools").

The supplemental allocation will be paid to eligible teachers assigned to budgeted positions at the following **Project Schools**:

**Elementary Schools**

Barton Elementary  
Belle Glade Elementary  
Highland Elementary  
Pahokee Elementary  
Roosevelt Elementary

**Middle Schools**

Howell L. Watkins Middle  
Lake Worth Middle  
South Intensive Transition

**To be eligible for this award, teachers must:**

- Have a 2021-22 Math or English Language Arts (ELA) VAM rating of Effective or Highly Effective that includes student data from 2018-19, 2020-21, and 2021-22 (3-year aggregate) or 2020-21 and 2021-2022 (2-year aggregate), whichever is best.
- Have 10 assessments/observations within the state VAM; and
- As of September 15, 2023, teach at a Title I school identified as CSI with a 2021-22 school grade of D or F or a four-year adjusted cohort graduation rate at or below 67 percent based on 2020-21 graduation data.

It is the intent of the Parties that this grant will cover the costs associated within this MOU so that no District Operating funds need be expended to implement or maintain this Project.

## GENERAL PROVISIONS

1. This one (1) year grant for the school year 2023-2024 will be in place for eligible teachers, as defined above.
2. Eligible teachers will receive an allocation not to exceed \$15,000 for teachers with Highly Effective State VAM scores and \$7,500 for teachers with Effective State VAM scores, minus applicable taxes and deductions. If an eligible teacher teaches less than full-time, the allocation will be prorated.
  - a. Funds will be dispersed in two (2) separate equal installments. The first half of the allocation will be paid no later than January 30, 2024. The second half of the allocation will be paid no later than June 30, 2024.
  - b. Teachers assigned to Project Schools as of September 15, 2023, must work for a minimum of ninety-nine (99) full or half-time contractual days during the 2023-2024 school year to be eligible. Teachers working less than a full school year but more than ninety-nine (99) days may receive a prorated portion of the award.
  - c. Instructional employees hired between September 16, 2023 and January 5, 2024 may be eligible for a prorated payment based on days worked within the eligibility period.
3. An eligible teacher does not have to be teaching a VAM grade level or subject at one of the Project Schools in FY24 to receive this allocation.
4. Eligible teachers will participate in common planning time.

This MOU will become effective upon the Parties' representatives affixing their signatures below and will expire on June 30, 2024.

**For the Palm Beach County  
Classroom Teachers Association**

  
Gordan Longhofer, President


Date: 1/29/2024


  
Justin Katz, Executive Director

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

  
Michael J. Burke, Superintendent

Date: 1/30/24

  
Edward Tierney, Deputy Superintendent

  
Timothy Kubrick (Jan 29, 2024 12:59 EST)  
Tim Kubrick, Chief of Human Resources /  
Chief Negotiator