

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE PALM BEACH COUNTY CLASSROOM TEACHERS ASSOCIATION (CTA)
AND
THE SCHOOL DISTRICT OF PALM BEACH COUNTY (DISTRICT)**

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 incentive offered for the early notice of resignation or retirements for the 2023-2024 school year.

ARTICLE VIII - COMPENSATION AND BENEFITS

Section J (7) - Retirement Benefits

7. Employees who have been in the District a minimum of four (4) school years who submit their written resignation or retirement to their Principal/Director and to the Department of Compensation and Employee Information Services by April 1st, shall receive an early notification incentive payment of \$1,000 minus standard deductions. The employee must work through the end of that school year, and payment will be made in the last paycheck of that school year. The resignation/retirement will not be revocable by the employee unless the District agrees. This incentive payment is not applicable to those employees who are on either a school-site or District Assistance Plan, entering or who are in the DROP Program or who are leaving the District after having been in the DROP Program.

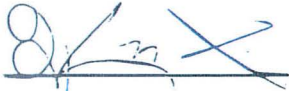
General Provisions

The Parties agree that this language will take effect immediately upon execution of this agreement and remain in effect through the remainder of the 2022-2023 school year. **The Parties also agree that the only changes to this provision include an increase to the incentive payment from \$500 to \$1,000, and an extension of the deadline from February 1, 2023 to April 1, 2023.**

The Parties agree that providing early notice of resignation or retirement does not prevent an employee from seeking and obtaining temporary employment for summer school or other summer programs in the District. Employees who submit their resignation or retirement for the 2023-2024 school year by April 1 and remain on a paid status through the last day of his/her contract year (May 31, 2023) will continue to be covered by the District's insurances through July 31, 2023

provided the employee makes proper payment of his/her share of the insurance premiums through payroll deductions or other means of payment mutually agreed to by that employee and the District.

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



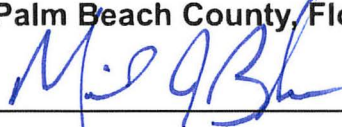
Justin Katz - President

Date: 11/14/2022 JKA



Theo Harris, Executive Director

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



Michael J. Burke, Superintendent

Date: 12/8/22



John-Anthony Boggess, Chief of Staff

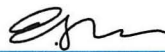
Erica Reger

Erica Reger (Nov 28, 2022 13:59 EST)

Erica Reger, Chief of Human Resources



Heather Frederick, Chief Financial Officer



Elaine Gallagher (Nov 17, 2022 07:19 EST)

Elaine Gallagher, Director of Recruitment
and Retention

Mark Mitchell

Mark Mitchell, Director of Compensation
and Employee Information Services



Timothy Kubrick (Nov 14, 2022 15:49 EST)

Tim Kubrick, Director of Labor Relations