



**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE SCHOOL DISTRICT OF POLK COUNTY, FLORIDA
AND
THE POLK EDUCATION ASSOCIATION, INC.**

**COMPUTER SCIENCE TEACHER GRANT
STIPEND OPPORTUNITIES
SCHOOL YEAR 2021-2022**

The **SCHOOL DISTRICT OF POLK COUNTY, FLORIDA** (D/B/A Polk County Public Schools) (**District**) and the **POLK EDUCATION ASSOCIATION, INC. (PEA)** as evidenced by the respective signatures below, are parties hereto and agree to this Memorandum of Understanding (MOU) as more specifically set forth herein.

WHEREAS, the PEA is the certified bargaining agent for the District, and the District is the employer and a party to the PEA Collective Bargaining Agreements (CBA) governing teachers;

WHEREAS, the District is a recipient of the Computer Science Teacher Grant from the Florida Department of Education (FLDOE) providing funding for qualifying 6-12 computer science teachers who have taught an identified computer science course in the 2021-2022 school year. Eligible courses are computer science courses identified in the Florida Course Code Directory (**see Attachment**) at a public middle, high or combination school.

WHEREAS, the parties have agreed to develop language regarding the eligibility for various one-time stipend(s) approved within the grant.

NOW, THEREFORE, the parties agree as follows:

1. Teacher Eligibility:

- a.** Eligible teachers are active full-time secondary school-based classroom teachers of record covered by the Teacher Collective Bargaining Agreement.
- b.** Funds shall be expended solely for the payment of stipends to classroom teachers who were either:
 - i.** evaluated as *Effective* or *Highly Effective* on their most recent available (2020-2021) evaluation, or
 - ii.** newly hired during the 2021-2022 school year and not evaluated the prior year.

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2. Stipend Opportunity:

a. Educator Certification One-Time \$1,000 Stipend: If the classroom teacher holds an educator certificate in computer science or has passed the computer science subject area examination and holds an adjunct certificate issued by a school district, the teacher shall receive a one-time stipend of \$1,000 (including benefits) after completion of the 2021-2022 school year.

3. Industry Certification One-Time \$500 Stipend: If the classroom teacher holds an industry certification associated with a course identified in the Course Code Directory (Attachment), the teacher shall receive a one-time stipend of \$500 (including benefits) after completion of the 2021-2022 school year. The corresponding industry certifications associated with each course code are provided below:

Course Code	Course Name	Corresponding Industry Certification
8208330	Game & Simulation Programming	Unity Certified User: Artist
8208340	Multi-User Game & Simulation Programming	Unity Certified User: VR Developer
9001110	Foundations of Web Design	WordPress Certified Editor
9001120	User Interface	Adobe Certified Associate (ACA) Web Design Specialist (Requires two of the following: Animate, Dreamweaver and Photoshop) or Certified Internet Web (CIW) User Interface Designer
9001130	Web Scripting Fundamentals	Adobe Certified Associate (ACA) Web Design Specialist (Requires two of the following: Animate, Dreamweaver and Photoshop) or Certified Internet Web (CIW) Web Design Specialist
9001140	Media Integration Essentials	Certified Internet Web (CIW) E-Commerce Specialist
9001330	Cybersecurity Essentials	Microsoft Technology Association (MTA) Networking Fundamentals
9001340	Operational Cybersecurity	CompTIA Cybersecurity Analyst (CySA+)
9001350	Cybersecurity Planning & Analysis OR	EC-Council Ethical Hacker Associate
9007210	Foundations of Programming	Python Coding Specialist or MTA - Introduction to Programming Using Python

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4. Stipend Payment Schedule:

Contingent upon FLDOE approval, one-time stipend(s) will be paid no later than June 30, 2022 to eligible teachers who complete the 2021-2022 school year subject to the following:

- a. A teacher may not receive more than one stipend under this Agreement.
- b. Following receipt of the applicable evidence of participation by the Grants Department, the stipend(s) outlined above will be paid to eligible teachers who are active on the date of payment.
- c. If supporting evidence is provided to the Grants Department by June 1, 2022, the applicable stipend(s) will be paid June 30, 2022, the available pay period after the last teacher work day, May 31, 2022.
- d. Separating from service with the District, whether voluntary or involuntarily, prior to May 31, 2022 forfeits any and all stipend payment(s).
- e. Staff not returning for the 2022-2023 school year must maintain a current address in the *Staff Portal* to ensure receipt of any stipend payment due to them.
- f. Kelly Educational Services substitutes are not eligible for any stipend under this Agreement.
- g. Provisional Substitutes are not eligible for any stipend under this Agreement.

5. Additional Funding:

Should additional funds be allocated from this grant while this MOU is in effect, the District and PEA will discuss any appropriate amendments and distribution of such funds.



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This agreement will expire on July 31, 2022.

POLK EDUCATION ASSOCIATION, INC.

POLK COUNTY SCHOOL DISTRICT

**By: _____
Stephanie Yocum
President
Polk Education Association**

**By: _____
Frederick R. Heid
Superintendent
Polk County Public Schools**

Date

Date

Attachment: Florida Course Code Directory Computer Science Course
Information 2021-2022 (February 15, 2021)

- c: Jason Pitts, Chief of Staff
- Brian Warren, Associate Superintendent, Human Resource Services
- Andrew Baldwin, Senior Director, Federal Programs (TAPS 21A061)
- Paula Dull, Director, Personnel, Human Resource Services
- Dana Torres, Director, Payroll, Finance Division