



**POLK COUNTY
PUBLIC SCHOOLS**
STUDENTS FIRST



**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE SCHOOL DISTRICT OF POLK COUNTY, FLORIDA
AND
THE POLK EDUCATION ASSOCIATION, INC.
2026-2027
RESPONSE TO DATA SCHOOLS TEACHER OPPORTUNITIES
TO ASSIST STUDENTS WITH CURRICULUM STANDARDS**

The **SCHOOL DISTRICT OF POLK COUNTY, FLORIDA** (D/B/A Polk County Public Schools) (**PCPS/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 party to the Teacher and Educational Support Personnel Collective Bargaining Agreements (CBAs) with the PEA; and,

WHEREAS Response to Data (RTD) is a District collaboration between school leadership teams to create actionable steps to increase student achievement in focused areas. Identified students receive additional support with District-created lessons. Data is collected to measure effectiveness of the intervention and measure growth towards the target.

NOW, THEREFORE, with the mutual goal of increasing student achievement, the parties agree to implement RTD as a strategy to move students toward mastery in ELA, Math, Civics, and Science. Select students will be pulled from elective courses twice per week to work with teachers who volunteer to assist with identified curriculum standards.

1. Teacher Duties and Stipend Compensation

Teachers who volunteer will be compensated by receiving their hourly rate (subject to applicable IRS tax rate) for no more than three (3) hours per week, including two (2) hours for student tutoring and one (1) hour for planning time. The three hours per week are to be documented through the Supplemental Pay App be processed for the following month's pay period.

2. Educational Support Personnel (ESP) Clerical

As non-exempt employees ESP are eligible for overtime compensation. However, payroll recordkeeping duties performed under this agreement should not place ESP in a regular overtime status, working beyond 40 hours within a seven-day work week (Work week is defined as the seven (7)-day period beginning Monday at 12:00 a.m. and continuing to the following Sunday at 11:59 p.m.)

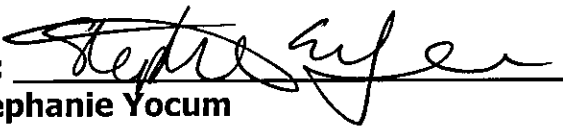
For the rare intermittent occasions in which overtime may be required for payroll duties related to this agreement beyond up to two (2) hours, advanced approval of the principal is required prior to working beyond 40 weekly hours and should be charged to the position's regular funding string. Overtime may only be pre-authorized by a supervisor and will be used primarily to address circumstances of an emergency or temporary nature. Non-exempt employees who work overtime without prior approval from the Superintendent or a supervisor may be subject to disciplinary action up to and including termination.

3. Substitutes and/or Paraeducator (Non-Exempt Employee)

Paraeducators and Kelly Educational Services substitutes are not eligible for compensation under this agreement.

This Memorandum of Understanding will expire on June 30, 2027.

POLK EDUCATION ASSOCIATION, INC.

By: 

Stephanie Yocum

President

Polk Education Association

Date 6/2/26

POLK COUNTY SCHOOL DISTRICT

By: 

Frederick R. Heid

Superintendent

Polk County Public Schools

Date 6/2/26

c: Jason Pitts, Deputy Superintendent, Chief of Staff
Tracy Collins, Chief of Schools
Brian Warren, Associate Superintendent, Human Resource Services
Nicole Bennett, Regional Assistant Superintendent, Transformation
Andrew Baldwin, Senior Director, Federal Programs
Tara McDowell, Senior Director, Payroll Department, Business Services
Dr. Curtis Williams, Senior Director, Human Resource Services
Alyson Dort, Director, Title I, Federal Programs