



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

**2024-2025
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 Collective Bargaining Agreements (CBA) 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 and Science. Select students will be pulled from elective courses twice per week to work with teachers and paraeducators who volunteer to assist with identified curriculum standards.

1. Teacher Duties and Stipend Compensation

Teachers who volunteer will be compensated by receiving a monthly stipend of \$500 (subject to applicable IRS tax rate) for the participation and completion of all requirements. Should a teacher no longer be employed by the District on the date of payment, the stipend will be prorated according to the final employment date in which RTD strategies were completed.

Principals will complete a monthly attestation form identifying which staff have earned the monthly stipend.

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

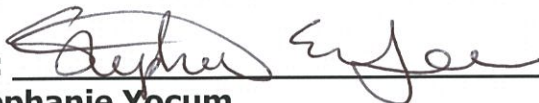
4. Eligible Schools (Subject to Modification by the District after negotiating with the PEA)


Response to Data Schools	Regional Superintendent
Auburndale High School	Tracy Collins, Chief of High Schools
Crystal Lake Elementary School	Telay Kendrick
Crystal Lake Middle School	Telay Kendrick
Kathleen High School	Tracy Collins, Chief of High Schools
McLaughlin Academy of Excellence	Tracy Collins, Chief of High Schools
North Lakeland Elementary School	Telay Kendrick
Stambaugh Middle School	Christopher Roberts

This Memorandum of Understanding will expire on June 30, 2025.

POLK EDUCATION ASSOCIATION, INC.

POLK COUNTY SCHOOL DISTRICT

By: 
Stephanie Yocum
President
Polk Education Association

By: 
Frederick R. Heid
Superintendent
Polk County Public Schools

10/22/24
Date

10/22/24
Date

- c: Jason Pitts, Deputy Superintendent, Chief of Staff
- 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