



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

2025-2026

**DISTRICT MANAGED IMPROVEMENT SCHOOLS- RESPONSE TO DATA 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) and Educational Support Personnel 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 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 on a Special Activities Time Log to be processed for the following month's pay period.

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

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



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RESPONSE TO DATA SCHOOLS
TEACHER AND PARAEDUCATOR OPPORTUNITIES**

3. Educational Support Personnel

Should the additional payroll recordkeeping duties and responsibilities associated with processing the extra teacher and paraeducator paid planning time, the secretary responsible will log hours worked according to ESP Article 5.13, "Overtime: "Overtime" shall be defined as hours worked in excess of forty (40) hours during the basic work week."

4. List of District Managed Schools- The following list of schools may be modified after PM3 Data is analyzed but before May 30, 2025, to give notice to schools who may fall under District Managed Improvement Schools. The following schools are under District Management Improvement in the 2024-2025 school year, and they currently listed in this Agreement unless their PM3 data shows they would be removed.

Crystal Lake Middle School
North Lakeland Elementary School
Dixieland Elementary School
Kathleen Middle School
Eagle Lake Elementary School
Auburndale High School
Kathleen High School
McLaughlin Academy of Excellence
Stambaugh Middle School
Crystal Lake Elementary School

This Memorandum of Understanding will expire on June 30, 2026.

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

7/30/25

Date

8/5/25



POLK COUNTY
PUBLIC SCHOOLS

STUDENTS FIRST



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