

Memorandum of Understanding

Between

The District School Board of Leon County

The Leon County Teachers Association

Whereas the parties agree that for the 2021-2022 School Year, **Bond Elementary School** was rated by the Florida Department of Education to be in the "Lowest 300" and in accordance with the implementation of Differentiated Accountability requirements.

Whereas HB 7069 amended Florida Statutes 1001.42(21) to allow parties to negotiate special provisions of its contract with bargaining units to free schools with a school grade of "D" with the ability to implement interventions and strategies needed to improve student performance. The intent of the School Board of Leon County, Florida and the Leon County Teachers Association is to address and implement the statutory requirements associated with the "Lowest 300" and Differentiated Accountability.

Accordingly, the parties have identified the following programs and strategies to improve student performance pending approval of the Department of Education:

1. **Highly Qualified Instructional Staff**
 - a. Instructional staff assigned to identified Turnaround/Transformation Schools must be highly qualified and certified in-field
 - b. Instructional staff (including hourly and part-time teachers who have assigned courses and issue grades) must hold a valid Florida Professional Educator's Certificate, or Florida Educator's Certificate, or Statement of Status Eligibility.
 - c. Instructional staff assigned to work at a Turnaround/Transformation School must meet the requirements of the Florida Department of Education School Improvement Grants Section 1003(g).
2. **Increased Rigor/Curriculum Alignment and Pacing/Assessment**
 - a. The Committee Assessment Team (CAT) at the Turnaround/Transformation Schools, in collaboration with District-based personnel, will develop and implement School Improvement Plan(s) to address involvement by all teachers to raise student achievement.
 - b. Periodic reviews and classroom visits at the Turnaround/Transformation School will be conducted by the Assistant Superintendent for Academic Services or designee.
 - c. Instruction in Turnaround/Transformation Schools will be implemented using specific curricula, specific teaching strategies and instructional materials based on the strategies defined in the School Improvement Plan and those identified as a result of the periodic reviews.
3. **Job-Embedded Professional Development/Common Planning**
 - a. Teachers assigned to Turnaround/Transformation Schools may be required to participate in District or school-site developed Professional Development beyond the regular work day/work week up to 12 hours per semester with at least one week prior notice. The content of the school-wide Professional Development for the school year will be determined to identify the Professional Development topics to be addressed.
 - b. Instructional coaches will support teachers.
 - c. Counselors, social workers, and community involvement specialists may be required to attend these after school meetings to collaborate on student data. (Parents may be invited to attend these meetings).
4. The student contact time will increase by 1.25 hours.
5. Accordingly, teachers will be compensated at their hourly rate for the additional time beyond the contracted day.
6. The school's starting and stopping time will need to be adjusted as follows:
 - a. Student Instructional Day: 8:15 AM-2:50 PM
 - b. Teacher Instructional Day: 7:45 AM-3:30 PM

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7. Special emphasis on reading and math instruction will be developed and strategies implemented throughout the school year with guidance from school leadership, the math and reading coaches and classroom teachers.
8. The additional 15 minutes of instruction must be provided only by teachers or reading specialists who are effective in reading or by a K-5 mentoring program that is supervised by a teacher who is effective at teaching reading.
9. "Effective in teaching reading" is defined as teachers who demonstrate increased student achievement in reading using the following progress monitoring tools.
10. One day of each week, the teachers work day will be extended by 45 minutes and teachers will be compensated. This time may include but is not limited to teacher led planning, administrative led planning, data chats or professional development/learning.

Rocky Hanna 8/19/21
Rocky Hanna Date
Superintendent

Scott Mazur 8/18/2021
Scott Mazur Date
President, LCTA

Deana McAllister 8/19/21
Deana McAllister Date
Director, Labor and Employee Relations

Kim Stralow 8/18/21
Kim Stralow Date
Vice President, LCTA