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."

Whereas HB 7069 amended Florida Statues 1001.42(21) to allow parties to negotiate special provisions of its contract with bargaining units to free schools that have been designated as L300 by FLDOE 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."

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

1. The student contact time will increase by 1.25 hours per week.
2. Accordingly, teachers will be compensated at their hourly rate for the additional time beyond the contracted day.
3. 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
4. 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.
5. 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.
6. "Effective in teaching reading" is defined as teachers who demonstrate increased student achievement in reading using the following progress monitoring tools: iReady, STAR and FSA Reading assessments with deliberate practice results.
7. Collaborative planning based on progress monitoring data and grade level standards.
8. 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 — Date
Superintendent

Scott Mazur 8/4/2021 — Date
President, LCTA

8/4/21 — Date
Deana McAllister
Director, Labor and Employee Relations

8/4/2021 — Date
Delshuana Jackson
Principal, Bond Elementary School