

**SETTLEMENT AGREEMENT
BETWEEN THE
LEON COUNTY SCHOOLS
AND
LEON CLASSROOM TEACHERS ASSOCIATION**

WHEREAS, the Leon County Schools (“LCS”) and Leon Classroom Teachers Association (“LCTA”) have agreed to resolve the Teacher/Student Contact Time Step 2 Grievance (“Grievance”) filed with the Labor and Employee Relations Office on September 24, 2021 and currently pending arbitration through the American Arbitration Association (“AAA”) (Case No. 01-22-0002-2400). LCS and the LCTA shall be referred to as the “Parties,” with each being a “Party.”

WHEREAS, LCS does not admit any violations of the Collective Bargaining Agreement as alleged in the Grievance.

WHEREAS, the Parties agree that it is the intention and priority of LCS and LCTA to protect instructional employees’ planning time in accordance with the language below.

NOW THEREFORE, the Parties agree to the following to resolve the aforementioned Grievance.

The Parties have tentatively agreed to the following terms which shall be incorporated into Article VII of the Collective Bargaining Agreement:

- All Pre-Kindergarten through grade 12 instructional employees shall have at least six (6) hours per week during the workday for the purpose of planning. Every effort will be made to ensure that at least four (4) out of six (6) hours will be reserved for individual planning time weekly.
- In instances where a site administrator requires an instructional employee to participate in group activities during the teachers designated mid-day planning period/time more than two times per week, or the instructional employee is not granted at least six (6) hours of planning during the week, the instructional employee shall be granted Alternative Teacher Compensatory leave, hour for hour, in one-quarter hour increments, as conciliation for missed planning. Weeks with less than five (5) full work days will be managed proportionally. Nothing in this provision shall be interpreted to limit the use of planning time before or after school, for the purpose of group activities, as long as four (4) of the six (6) hours are reserved for individual planning time weekly.
- Alternative Teacher Compensatory leave shall be utilized for the sole purpose of conciliation for missed planning time as specifically outlined above. Alternative Teacher Compensatory leave shall be tracked in the district-wide leave management system, will be available within 30 days of the event triggering the loss of planning time and may be

utilized in lieu of sick and personal charged to sick, with approval from the site administrator. Alternative Teacher Compensatory leave shall not expire, and will transfer from site to site; however, it shall be limited to no more than 24 hours at any given time, will not be paid out upon termination, resignation or retirement and is bound by the limitations of Article XVI regarding the amount of time that may be taken.


- Time spent supervising students, lunch, or performing other duties during the contracted work day shall not be part of the employee's planning/preparation period or "pupil contact teaching assignments" as established in 8.02 and 8.04.
- All unused compensatory time, except Alternative Teacher Compensatory leave as outlined above, will lapse at the end of the annual employee contract year or upon the resignation of the employee.

Upon execution of this Agreement by both Parties, LCTA shall withdraw the aforementioned Grievance, cancel the arbitration, and provide proof thereof to LCS within three (3) working days.

The Parties shall each bear their own attorney's fees. The Parties shall split the costs for the cancelled September 11, 2023 motion to dismiss hearing, including court reporter cancellation fees, and the September 13, 2023 arbitration before arbitrator Richard Miller.

The Parties shall incorporate the changes to Article VII in a Memorandum of Understanding signed by representatives for both Parties within ten (10) days of this Agreement being executed.


There is no sunset provision for this settlement.



Rocky Hanna
Superintendent
Leon County Schools

9/20/23


Date



Scott Mazur
LCTA President

9/20/23


Date



Brett Shively
Human Resources Director
Leon County Schools

9/20/23

Date



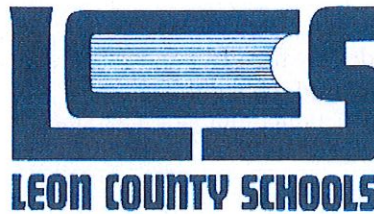
Chris Segal
Big Bend Service Unit Director
Florida Education Association

9/20/23

Date

BOARD CHAIR
Alva Swafford Smith

BOARD VICE CHAIR
Rosanne Wood



BOARD MEMBERS
Laurie Lawson Cox
Marcus Nicolas
Darryl Jones

SUPERINTENDENT
Rocky Hanna

Memorandum of Understanding Between the Leon County School District and the Leon Classroom Teachers Association

Whereas the parties agree that for the 2023-2024 School Year, **Success Academy** is rated by the Florida Department of Education to be a school to participate 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 Classroom Teachers Association is to address and implement the statutory requirements associated with 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 24 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. Compensation in accordance with Article 21.06 shall be provided for required professional development, which takes place outside of normal contracted hours.
- 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 teacher workday may be extended by the Principal as needed, and teachers will be compensated at their hourly rate for the additional time beyond the contracted day. This time may include, but is not limited to, teacher-led planning, administrative-led planning and data chats.

 9/20/23

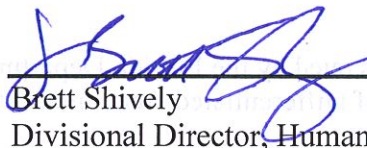
Rocky Hanna
Superintendent

Date

 9/20/23

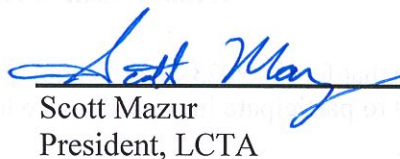
Chris Segal
Executive Director, FEA

Date

 9/20/23

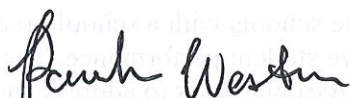
Brett Shively
Divisional Director, Human Resources

Date

 9/20/23

Scott Mazur
President, LCTA

Date

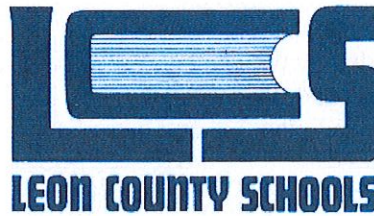
 9/20/23

Pamela Weston
Chief Negotiator, LCTA

Date

BOARD CHAIR
Alva Swafford Smith

BOARD VICE CHAIR
Rosanne Wood



BOARD MEMBERS
Laurie Lawson Cox
Marcus Nicolas
Darryl Jones

SUPERINTENDENT
Rocky Hanna

Memorandum of Understanding Between the Leon County School District and the Leon Classroom Teachers Association

Whereas the parties agree that for the 2023-2024 School Year, **Apalachee Elementary School** is rated by the Florida Department of Education to be a school to participate 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 Classroom Teachers Association is to address and implement the statutory requirements associated with 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 24 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. Compensation in accordance with Article 21.06 shall be provided for required professional development, which takes place outside of normal contracted hours.
- 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 teacher workday may be extended by the Principal as needed, and teachers will be compensated at their hourly rate for the additional time beyond the contracted day. This time may include, but is not limited to, teacher-led planning, administrative-led planning and data chats.

 9/20/23

Rocky Hanna
Superintendent

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 9/20/23

Scott Mazur
President, LCTA

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Brett Shively
Divisional Director, Human Resources

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Chris Segal
Executive Director, FEA

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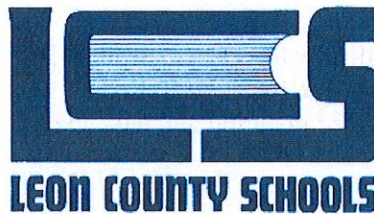
 9/20/23

Pamela Weston
Chief Negotiator, LCTA

Date

BOARD CHAIR
Alva Swafford Smith

BOARD VICE CHAIR
Rosanne Wood



BOARD MEMBERS
Laurie Lawson Cox
Marcus Nicolas
Darryl Jones

SUPERINTENDENT
Rocky Hanna

Memorandum of Understanding Between the Leon County School District and the Leon Classroom Teachers Association

Whereas the parties agree that for the 2023-2024 School Year, **Hartsfield Elementary School** is rated by the Florida Department of Education to be a school to participate 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 Classroom Teachers Association is to address and implement the statutory requirements associated with 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 24 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. Compensation in accordance with Article 21.06 shall be provided for required professional development, which takes place outside of normal contracted hours.
- 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).

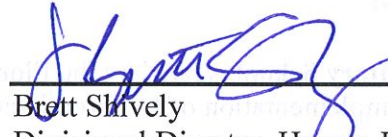
4. The teacher workday may be extended by the Principal as needed, and teachers will be compensated at their hourly rate for the additional time beyond the contracted day. This time may include, but is not limited to, teacher-led planning, administrative-led planning and data chats.

 9/20/23


Rocky Hanna Date
Superintendent

 9/20/23


Chris Segal Date
Executive Director, FEA

 9/20/23

Brett Shively Date
Divisional Director, Human Resources

 9/20/23

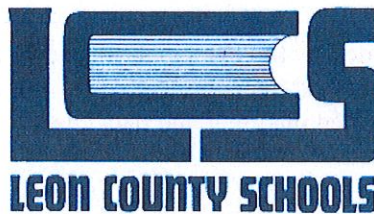
Scott Mazur Date
President, LCTA

 9/20/23

Pamela Weston Date
Chief Negotiator, LCTA

BOARD CHAIR
Alva Swafford Smith

BOARD VICE CHAIR
Rosanne Wood



BOARD MEMBERS
Laurie Lawson Cox
Marcus Nicolas
Darryl Jones

SUPERINTENDENT
Rocky Hanna

Memorandum of Understanding Between the Leon County School District and the Leon Classroom Teachers Association

Whereas the parties agree that for the 2023-2024 School Year, **Springwood Elementary School** is rated by the Florida Department of Education to be a school to participate 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 Classroom Teachers Association is to address and implement the statutory requirements associated with 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 24 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. Compensation in accordance with Article 21.06 shall be provided for required professional development, which takes place outside of normal contracted hours.
- 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).

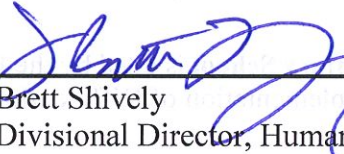
4. The teacher workday may be extended by the Principal as needed, and teachers will be compensated at their hourly rate for the additional time beyond the contracted day. This time may include, but is not limited to, teacher-led planning, administrative-led planning and data chats.

 9/20/23


Rocky Hanna
Superintendent Date

 9/20/23

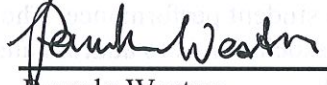
Chris Segal
Executive Director, FEA Date

 9/20/23

Brett Shively
Divisional Director, Human Resources Date

 9/20/23

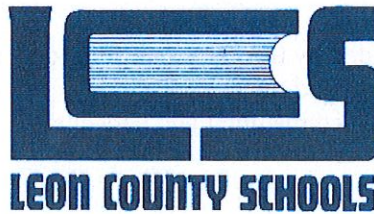
Scott Mazur
President, LCTA Date

 9/20/23

Pamela Weston
Chief Negotiator, LCTA Date

BOARD CHAIR
Alva Swafford Smith

BOARD VICE CHAIR
Rosanne Wood



BOARD MEMBERS
Laurie Lawson Cox
Marcus Nicolas
Darryl Jones

SUPERINTENDENT
Rocky Hanna

Memorandum of Understanding Between the Leon County School District and the Leon Classroom Teachers Association

Whereas the parties agree that for the 2023-2024 School Year, **Astoria Park Elementary School** is rated by the Florida Department of Education to be a school to participate 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 Classroom Teachers Association is to address and implement the statutory requirements associated with 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 24 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. Compensation in accordance with Article 21.06 shall be provided for required professional development, which takes place outside of normal contracted hours.
- 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 teacher workday may be extended by the Principal as needed, and teachers will be compensated at their hourly rate for the additional time beyond the contracted day. This time may include, but is not limited to, teacher-led planning, administrative-led planning and data chats.

Rocky Hanna 9/20/23
Rocky Hanna Date
Superintendent

Chris Segal 9/20/23
Chris Segal Date
Executive Director, FEA

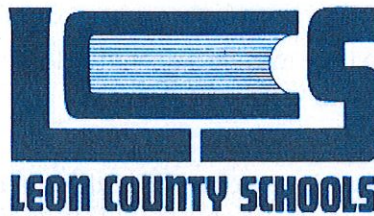
Brett Shively 9/20/2023
Brett Shively Date
Divisional Director, Human Resources

Scott Mazur 9/20/23
Scott Mazur Date
President, LCTA

Pamela Weston 9/20/23
Pamela Weston Date
Chief Negotiator, LCTA

BOARD CHAIR
Alva Swafford Smith

BOARD VICE CHAIR
Rosanne Wood



BOARD MEMBERS
Laurie Lawson Cox
Marcus Nicolas
Darryl Jones

SUPERINTENDENT
Rocky Hanna

Memorandum of Understanding Between the Leon County School District and the Leon Classroom Teachers Association

Whereas the parties agree that for the 2023-2024 School Year, **Riley Elementary School** is rated by the Florida Department of Education to be a school to participate 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 Classroom Teachers Association is to address and implement the statutory requirements associated with 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 24 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. Compensation in accordance with Article 21.06 shall be provided for required professional development, which takes place outside of normal contracted hours.
 - 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. The school's starting and stopping time may be adjusted as follows:

a. Student Instructional Day: 8:15 AM-2:50 PM

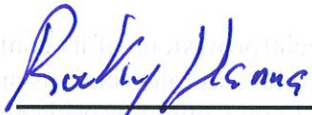
b. Teacher Instructional Day: 7:45 AM-3:30 PM

6. 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.

7. 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.

8. "Effective in teaching reading" is defined as teachers who demonstrate increased student achievement in reading using the following progress monitoring tools.

9. The teacher workday may be extended by the Principal as needed, and teachers will be compensated at their hourly rate for the additional time beyond the contracted day. This time may include, but is not limited to, teacher-led planning, administrative-led planning and data chats.

 9/20/23

Rocky Hanna
Superintendent

Date

 9/20/23

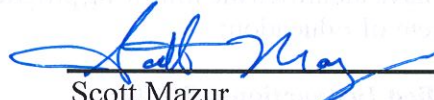
Chris Segal
Executive Director, FEA

Date

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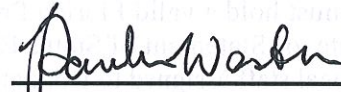
Brett Shively
Divisional Director, Human Resources

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Scott Mazur
President, LCTA

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Pamela Weston
Chief Negotiator, LCTA

Date

BOARD VICE CHAIR
Rosanne Wood



BOARD MEMBERS
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Marcus Nicolas
Darryl Jones

SUPERINTENDENT
Rocky Hanna

Memorandum of Understanding Between the Leon County School District and the Leon Classroom Teachers Association

UniSIG Supplemental Teacher Allocation is provided by the Florida Department of Education. The goal of the Supplemental Teacher Allocation, described by the Bureau of School Improvement, is to provide supplemental funds to recruit and retain Highly Effective and Effective state VAM teachers who are teaching and impacting the most fragile students at Title I, D or F schools in Florida.

The District will provide full-time eligible instructional staff who are employed at the following schools a Recruitment/Retention Incentive to be paid through **UniSIG** funds during the commitment period defined herein. The following are the identified schools: **Apalachee Elementary, Riley Elementary, Astoria Park Elementary, Hartsfield Elementary, Success Academy and Springwood Elementary.**

In exchange for the Retention Incentive payment, the employee agrees to remain at the school for the commitment period of one (1) full year (for purposes of this Agreement, the 2023-2024 school year). A retention incentive of \$15,000 or \$7,500 to be paid in 2023-2024 will be paid to the employee if he/she has a three-year aggregate VAM that is Effective or Highly Effective and verified by DOE, teach at a Title I School that has a D or F, and provides direct instruction to students for the 2023-2024 school year beginning on or before September 15, 2023.


The Recruitment/Retention Incentive shall be paid to all active, eligible employees approved by DOE. Employees who voluntarily move or transfer to another district, school or department, or separate from the district during the 2023-2024 shall not be eligible.



Rocky Hanna 9/20/23

Rocky Hanna Date
Superintendent

 9/20/23

Chris Segal Date
Executive Director, FEA

 9/20/23
Brett Shively Date
Divisional Director, Human Resources

Scott Mazur
 President, LCTA

Date

 9/20/23

Pamela Weston Date
Chief Negotiator, LCTA

