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2025-2026 Leon County Schools

Proposal #2

03/09/2026

## District's Offer for LCTA

1. \$1,383,167 to fund a pay increase of 1%. This increase will be treated as an add-on to the employee's base pay and shall be considered in the compensation calculations utilized by the Florida Retirement System (FRS) in determining annual earnings for retirement benefit calculations.

### *Eligible instructional employees must be:*

- This increase shall only apply to those employed at the time of ratification and will be retroactive to August 1, 2025.
- Payment will be made with a retro-active lump sum payment as soon as practicable utilizing the standard payroll schedule. The remaining portion will be paid over remaining paychecks.
- This increase applies to "hourly-only" teachers at Adult and Community Education.
- Individuals on leave at the time of ratification will receive the increase upon return from leave.
- Individuals hired after ratification will be placed utilizing the 25/26 Annual Salary Placement Schedule.

Approx. Recurring Cost: **\$1,383,167**

2. Make Whole Teacher Salary Increase Allocation (TSIA) – Match 0-1 Yr-

Teachers with 0-1 year experience who did not receive TSIA shall receive an equivalent payment based upon their 2024/2025 school year performance rating, from district funds.

- Highly Effective \$502.11
- Effective/No Rating- \$399.76
- Needs Improvement - 0

### *Eligible instructional employees must be:*

- This increase shall only apply to those employed at the time of ratification and will be retroactive to August 1, 2025.
- Payment will be made with a retro-active lump sum payment as soon as practicable utilizing the standard payroll schedule. The remaining portion will be paid over remaining paychecks.
- This increase applies to "hourly-only" teachers at Adult and Community Education.
- Individuals on leave at the time of ratification will receive the increase upon return from leave.
- Individuals hired after ratification will be placed utilizing the 25/26 Annual Salary Placement Schedule.
- Did not receive TSIA allocation as prescribed in 2025-2026 Appropriations Senate Bill 2500.

District's Offer for LCTA

Approx. Recurring Cost: \$81,447

Total Salary & Benefits Proposed by the District when Combined with the Previous Agreed to TSIA MOU:

#1 (\$1,383,167) + #2 (\$81,447) + TISA (\$1,077,138) = \$2,541,752

District Funds Contributed:

Make Whole:

TSIA Growth Funds (Previously Paid):

Total

\$1,383,167

\$81,447

\$1,077,138

\$2,541,752

TSIA

Correct

## MEMORANDUM OF UNDERSTANDING

### Sick Leave Buy-Back

The Leon County School District and the Leon Classroom Teachers Association (LCTA) hereby tentatively agree to the provisions set out below and will support the ratification of such provisions by the members of the LCTA bargaining unit and the Leon County School Board. Both parties agree this memorandum of understanding will sunset June 30, 2028.

**Continuity of Classroom Instruction:** To encourage and reward employees who assist in maintaining continuity of classroom instruction by displaying exemplary attendance, as demonstrated by missing four (4) days or less during the designated school year. The parties agree to continue the following Sick Leave Buy-Back incentive award.

The implementation shall be for 2026/27 and 2027/28 contract years, and may be extended through a Memorandum of Understanding in future years by mutual agreement of both parties.

Employees of the instructional bargaining unit who utilize four (4) sick leave days or less for the respective school year, shall upon request, receive payment for a designated number of sick leave days up to the maximum accrued for the respective school year. The number of days to be designated shall be determined based upon the number of eligible participants seeking payment, the number of days being requested, and the total budgetary appropriation for the fiscal year. If a reduction in the number of days paid is necessary, due to fiscal limitations, individual requests will be reduced to the highest number of whole days that may be accommodated across the entire group requesting payment, not to exceed the amount requested by the individual employee. In the 2026/27 and 2027/28 school years, the allocation for the instructional bargaining unit shall be \$500,000. Upon conclusion of each school year, the district shall provide a report outlining utilization of the Sick Leave Buy-Back incentive for that academic year.

Eligibility criteria for participation are as follows:

1. Teacher must have been employed for the full 196 days of the contract year and be absent four (4) or fewer days for the respective school year.
2. In order to receive payment for requested sick leave the Teacher must be actively employed at the time of the leave payment.
3. An employee must have a minimum of twenty (20) days of accumulated sick leave remaining after the payment for unused sick leave under this section.
4. An employee participating in the Sick Leave Buy-Back program may be eligible for continued participation in the District Sick Leave Bank, provided all other requirements are met. Sick days that have been liquidated, as a result of buy-back, will be deducted from the maximum number of days that an employee may claim as part of the Sick Leave Bank, in accordance with applicable procedure.

Parameters for Payment are as follows:

1. Employee's meeting the eligibility requirements who wish to apply for sick leave buy-back, will complete the Application for Sick Leave Buy-Back, indicating the number of days that they would like to liquidate, by June 1st.
2. The payment of this incentive shall be paid to eligible employees no later than November 15th of the following school year.
3. Payment will be distributed at a rate of eighty (80) percent of the employee's base rate of pay for 7.5 hours for each respective day requested.
4. Exempt absences that do not affect incentive eligibility:
  - Temporary Duty
  - Jury Duty
  - Bereavement Leave
  - Worker's Compensation Leave
  - Administrative Leave, not accompanied by disciplinary action.


Disqualifying events:

- Suspensions either paid or unpaid, would disqualify the employee from the buy- back option for the respective school year. Employees for which there are no findings would maintain eligibility.
- Employees that separate service, either voluntary or involuntary, during the calculation periods are not eligible.

**SCHOOL DISTRICT OF LEON COUNTY, FL**

**LEON CLASSROOM TEACHERS ASSOCIATION**

 03/09/2026  
\_\_\_\_\_  
Divisional Director, Human Resources,  
Brett Shively

 3/11/26  
\_\_\_\_\_  
LCTA Chief Negotiator, Pamela Weston

 3/10/2026  
\_\_\_\_\_  
Superintendent, Rocky Hanna

 3/9/26  
\_\_\_\_\_  
LCTA President, Scott Mazur

## MEMORANDUM OF UNDERSTANDING

### Paid Parental Leave

The Leon County School District and the Leon Classroom Teachers Association (LCTA) hereby tentatively agree to the provisions set out below and will support the ratification of such provisions by the members of the LCTA bargaining unit and the Leon County School Board. Both parties agree that this memorandum of understanding will sunset June 30, 2028.

The Leon County School District and the Leon Classroom Teachers Association believe that Paid Parental Leave provides a positive benefit to employees, which affects employee well-being, morale and retention. Therefore, both parties agree to the following terms and conditions to continue Paid Parental Leave for the 2026/2027 and 2027/28 contract years with the option to extend it in future years through a mutually agreed-upon Memorandum of Understanding.

The Paid Parental Leave program will provide up to five (5) days of paid leave to active teachers due to the birth of a child, or placement of a child for adoption. Employees may combine Paid Parental Leave with accrued Sick Leave and other approved leave types during their Leave of Absence.

In order to be eligible for Paid Parental Leave, a teacher must formally apply for, meet eligibility requirements, and submit appropriate medical certification for Family Medical Leave in accordance with Article 15.05, which stipulates that the employee must have been employed by the District for a minimum of twelve (12) months and worked at least 675 hours or 60% of the hours in the employee's annual appointment, whichever is greater, during the preceding twelve (12) months of employment. Teachers who fail to meet the requirements shall be deemed ineligible for Paid Parental Leave. Any leave granted pursuant to this section will count toward the teachers' Family and Medical Leave Act (FMLA) entitlement.


Paid Parental Leave may be used on any regularly scheduled workday falling within the contracted school year, for a period of six (6) weeks following the birth of the child or placement for adoption. The time period for utilization of the paid parental leave may be extended based on medical necessity, as indicated by the employee's physician. Notice of an anticipated leave should be given at least thirty (30) days in advance. If the employee learns of the birth or adoption less than thirty (30) days in advance, the employee shall give the notice as soon as reasonably possible. For the purpose of calculating service anniversary dates, years of experience, and eligibility criteria for Paid Parental Leave the employees absence from work is considered a leave of absence and shall not count as time worked.

Employees who meet the established criteria are eligible to receive Paid Parental Leave on no more than two (2) separate occasions throughout their cumulative employment with Leon County Schools. This provision has no impact on the number of times an individual may receive Unpaid Parental Leave in accordance with the Family and Medical Leave Act (FMLA).

Paid Parental Leave granted pursuant to this article shall only be applicable to contracted workdays and shall in no event extend beyond the end of the 196-day contracted work year or cause the employee to be paid in excess of the total salary allocated to be paid in the contract year. Paid leave under this agreement shall be paid at one hundred percent (100%) of the employee's hourly rate of pay for the standard workday as established in 7.01(A)(1).

**SCHOOL DISTRICT OF LEON COUNTY, FL**

**LEON CLASSROOM TEACHERS ASSOCIATION**

 03/09/2026  
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Brett Shively

 3/11/26  
LCTA Chief Negotiator, Pamela Weston

 3/10/2026  
Superintendent, Rocky Hanna

 3/9/26  
LCTA President, Scott Mazur

**MEMORANDUM OF UNDERSTANDING**

**Employee Childcare Assistance**

The Leon County School District and the Leon Classroom Teachers Association (LCTA) hereby tentatively agree to the provisions set out below and will support the ratification of such provisions by the members of the LCTA bargaining unit and the Leon County School Board. Both parties agree that this memorandum of understanding will sunset June 30, 2028.

The Leon County School District and the Leon Classroom Teachers Association believe that employee childcare assistance provides a positive benefit to employees, which affects employee morale and retention.

Therefore, both parties agree to the following terms and conditions to continue an Employee Childcare Discount program that is applicable to before and after school enrichment programs. The implementation shall be for the 2026/27 and 2027/28 contract years and may be extended through a Memorandum of Understanding in future years by mutual agreement of both parties.

The Leon County School Board agrees to offer all active teachers that are currently employed, before and after school extended day enrichment programs administered on-site by Leon County Schools free of charge. Eligible participants include the child (biological or adopted), stepchild, foster child, or a child for whom the teacher has legal guardianship. Participation is subject to compliance with established policy and may be capped by location based on availability.

A centralized district-wide enrollment window will open July 1, 2026, and acceptance shall be issued in the order of application received.

**SCHOOL DISTRICT OF LEON COUNTY, FL**

**LEON CLASSROOM TEACHERS ASSOCIATION**

 3/09/2026  
Divisional Director, Human Resources,  
Brett Shively

 3/11/26  
LCTA Chief Negotiator, Pamela Weston

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Superintendent, Rocky Hanna

 3/9/26  
LCTA President, Scott Mazur

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Rocky Hennig

November 12, 2025: LCTA Counter Proposal

TENTATIVE AGREEMENT:

Leon Classroom Teachers Association and the Leon County School District

2025-2026.

This Tentative Agreement document serves to outline the mutually agreed upon provisions reached during collective bargaining between the School Board and the Association. Its purpose is to provide a written record of items agreed to, items withdrawn, and items continued under existing contract language, pending final approval and ratification by both parties.

The parties acknowledge that agreement on the individual items outlined in this document—including agreements to adopt new language, remove proposals, or maintain current contract language—is interdependent and tentative in nature. All provisions are subject to the final approval and ratification of the complete agreement by both the School Board and the Association membership.

• **Annual Compensation Increase**

\$1,000,000 shall be allotted to the Instructional Unit to be distributed in accordance with 1012.22 F.S. as follows:

- 80% of the total will be dedicated to funding individual shares of the Performance Pay allotment for instructional personnel as follows:
  - Highly Effective—1.0
  - Effective—.75
  - Grandfathered—.75
- 20% of the total will be dedicated to funding an additional Cost a Living Increase that will be split even among all instructional personnel with at least 1) one year of service and at least an Effective performance rating. The maximum individual share of the COLA distribution shall not exceed 50% of the Performance Pay share received by instructional personnel rated Effective.
- Instructional Personnel who have not yet earned one year of experience in accordance with Article 21.06(C) of the Agreement, and were not issued an instructional performance evaluation rating from the District in the 2024-2025 school, or those individuals hired or re-hired (after a break in service) beginning in the 2025/2026 school year, regardless of experience, shall not be eligible for a salary increase in 2025-2026 school year.
- Salary Placement Schedule shall remain unchanged for the 2025-2026 school year, with the exception of updating the title to read as follows:

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November 12, 2025: LCTA Counter Proposal

Appendix D  
INSTRUCTIONAL STAFF SALARY PLACEMENT SCHEDULE  
2025-2026 Instructional Staff Salary Placement Schedule

- Every effort will be made to issue payment as quickly as possible, payment will be retroactive, and the amounts distribution shall be determined by the Memorandum of Understanding. will be spread equally over remaining paychecks in the 2025/2026 school year.
- Individuals on leave at the time of ratification will receive the increase upon their return from leave.
- Individuals hired after ratification will be placed on the 2025/2026~~8~~ Salary Placement Schedule.  
○ NOTE: The cost of living increase adjustment will be reflected on all YOE.

Calculations: \$1,000,000

- Performance Pay= \$800,000  
Total Shares based on Performance Pay criteria= 1728.50  
80%= \$800,000 / 1704.75= \$462.83  
Less Cost of Benefits = \$379.37 (Full Share) x 1.22 (Benefits) = \$462.83
- Cost of Living Increase= \$200,000  
Total, non-grant funded, employees meeting criteria= 1868  
20%= \$200,000/ 1868= \$107.07 = \$87.76 (COLA) x 1.22= \$107.07

Total Distribution Amounts (Performance Pay + COLA):

- Annual Contract /Highly Effective = \$467.13
- Effective = \$372.29
- Grandfathered = \$372.29

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November 12, 2025: LCTA Counter Proposal

- **Article 1: Recognition and Definitions and Appendix A: Bargaining Unit and Job Classifications**

The parties have mutually and tentatively agreed to retain the current contract language in place of the proposals presented by each side.

- **Article 3.02(C)(3)- LCTA Data Requests-**

The parties have mutually and tentatively agreed to retain the current contract language in place of the proposals presented by each side.

- **Article 3.02 (F)**

3.02 Leon Classroom Teachers Association (LCTA) Rights and Responsibilities

F. Temporary Duty for LCTA Activities

- ~~The Board shall grant employees temporary duty each fiscal year as described below to carry out LCTA activities. The Board shall approve temporary duty leave for employees to perform LCTA duties as outlined below. In compliance with state law, any Board-approved temporary duty funded by the district shall be limited strictly to time spent directly representing employees in matters of collective bargaining, grievances, or disciplinary proceedings.~~
  - Negotiations Committee. A list of members of the LCTA Negotiations Committee shall be provided to the ~~Director of Labor and Employee Relations~~ Office of Labor Relations by April 1 of each year. Up to eight (8) members of such committee shall be provided temporary duty for negotiations that are scheduled during the school day.
  - Grievance Representation- LCTA officers and site representatives will be granted temporary duty for time spent participating in direct representation activities associated with grievance proceedings. Notice of proceedings shall be provided to the Office of Labor Relations.
  - Disciplinary Representation- LCTA officers and site representatives will be granted temporary duty for time spent participating in direct representation activities associated with disciplinary proceedings. Notice of proceedings shall be provided to the Office of Labor Relations.
- ~~The Board may grant "Association Leave" charged to temporary duty for employees to carry out LCTA activities as described below, provided the LCTA reimburses the district on a monthly basis for all costs associated with the leave. Requests for "Association Leave" charged to temporary duty must be approved in advance by the Associations' President and the Office of Labor Relations. The working parameters associated with "Association Leave" charged to temporary duty, including reimbursement and approval protocols, shall be determined by mutual agreement to a Memorandum of Understanding prior to implementation of leave. The board shall grant Association Leave temporary duty for employees to carry out LCTA activities as described below.~~
  - Legislative and Public Advocacy. A committee appointed by the LCTA president shall be allowed 240 hours during the Legislative Session or during committee meetings to lobby for educational concerns benefiting the District.

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- b. Florida Education Association Delegate Assembly. The Board agrees to grant two (2) days of temporary duty to each elected delegate to attend the Annual Delegate Assembly of the Florida Education Association.
- c. LCTA Representation on District Committees. LCTA representatives appointed to District committees under the provisions of Article XXVI shall be provided with temporary duty to attend the meetings of such committees scheduled during the school day.
3. The use of temporary duty or Association Leave charged to temporary duty as described in paragraph F1 and F2 above shall be subject to the following conditions:
- An employee shall ordinarily provide the site administrator with a leave request form for the temporary duty or Association Leave charged to temporary duty described above a minimum of forty-eight (48) hours prior to such temporary duty or Association Leave charged to temporary duty;
  - The site administrator shall approve such temporary duty or Association Leave charged to temporary duty unless s/he documents that the employee's absence would significantly impede the operation of the work unit;
  - No more than two (2) employees may be absent from any faculty on any day on such temporary duty or Association Leave charged to temporary duty;
  - No employee shall have a right to be granted more than ten (10) days of temporary duty or Association Leave charged to temporary duty for LCTA activities during the fiscal year, except that participation on the School Improvement Central Council (see Section 25.05) shall not count against the ten (10) days' limitation. LCTA shall be responsible for monitoring the amount of temporary duty or Association Leave charged to temporary duty taken for LCTA activities.
  - The Board shall not pay any expenses associated with the activities described in paragraph ~~F1a~~ F2a, Legislative Committee, and paragraph ~~F1b~~ F2b, FEA Delegate Assembly or paragraph 2e LCTA Representation on District Committees.
  - Employees on temporary duty or Association Leave charged to temporary duty for LCTA activities retain all rights and responsibilities as employees but are not to be considered representatives of the District for activities undertaken on behalf of LCTA.

- **Article 3.02(H)- Access to Worksites**

The parties have mutually and tentatively agreed to retain the current contract language in place of the proposals presented by each side.

- **Article 3.03- Proposed New Section- Association Days and Monthly Collaboration**

The parties have mutually and tentatively agreed to retain the current contract language in place of the proposals presented by each side.

- **Article 7(A)(3)(B) – Planning/Preparation Period**

The parties have mutually and tentatively agreed to retain the current contract language in place of the proposals presented by each side.

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- **Article 7.03- In Service Activities**

7.03 In-Service Activities

A. In-service activities are designed to improve the professional growth of all employees. In-service attendance shall be voluntary unless it is:

- Mandated by the District, State government, or Federal government;
- Required by the site administrator to meet a need for professional growth as documented in the Deliberate Practice Plan, the School Improvement Plan, or in other appropriate documents; or
- Mandated as a condition of employment.

B. When funding is available through grants and special entitlements for employee training, employees shall be paid \$25 per hour stipend for attending mandated in-service training or approved, voluntary staff development activities for which in-service credit is awarded, beyond the contractual teaching day; trainers will be paid a \$30 per hour stipend for facilitating the above-mentioned training. The District shall provide required in-service training through the Training and Education Center at no cost to the employee.

C. In-service funds shall be placed in each cost center's budget to support individual employee training requests and other school-based in-service.

D. No more than two (2) half days of District-wide in-service, as authorized by the Superintendent, shall be held on designated planning days.

- **Article 7.16 – Pre- Planning and Post-Planning**

Article 7.16 – Pre-Planning and Post- Planning ~~will be renumbered to Article 7.02, pushing each subsequent section in Article 7 back one spot. Other than this change in formatting,~~ The parties have mutually and tentatively agreed to retain the current contract language in place of the proposals presented by each side.

- **Article 7.05 Compensatory Time**

Article 7.05 Compensatory Time, will be relocated to become **Article 16.26**. Other than this change in formatting, the parties have mutually and tentatively agreed to retain the current contract language.

- **Article 7.7 - School Facilities**

~~Article 7.05 Compensatory Time-7.7 – School Facilities, will be relocated to become Article 10.01. Other than this change in formatting,~~ the parties have mutually and tentatively agreed to retain the current contract language.

- ~~**Article 7.8 – Health and Safety**~~

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~~Article 7.8—Health and Safety will be relocated to become Article 10.02.~~

~~• Article 10—New Article Inserted—Employee Working Conditions~~

~~To increase clarity and group like issues appropriately the parties agree to reorganize the collective bargaining agreement and to create a new heading entitled Employee Working Conditions, which will be inserted aft Article 9, thus creating a new Article 10. This reorganization will result in all subsequent article numbers being pushed back sequentially.~~

~~• Article 10.01—School Facilities~~

~~Article 7.7—School Facilities will be relocated in current from to Article 10.01.~~

• Article 10.02- Health and Safety

~~Article 7.8—Health and Safety will be relocated to Article 10.02. Language to be revised as follows:~~

10.02 Health and Safety

- A. The District shall provide, in all appropriate classrooms, safety equipment and materials required by state standards.
- B. The site administrator shall make his/her building and grounds as safe as possible and shall be responsible for enforcing all state statutes and rules adopted by the Board. An employee whose physical safety is threatened, either orally or in writing, shall report the occurrence in writing to the site administrator or his/her supervisor within twenty-four (24) hours. The site administrator or supervisor shall take appropriate action.
- C. Employees shall promptly report potentially unsafe facility conditions in the classroom or other school facility to their site administrator on appropriate forms as provided. The site administrator will promptly investigate and attempt to have corrected conditions that s/he determines to be hazardous or potentially dangerous. The site administrator shall reply to the concern in writing if the employee’s concern is communicated in writing. LCTA may schedule a meeting with site and District representatives under the provisions of Section 2.02 if significant safety and health issues at a site have not been addressed to the satisfaction of employees within a reasonable time after being reported in writing to the site administrator.
- D. Employees shall not be required to perform tasks that would endanger their health or safety. In an emergency, employees shall take necessary action to provide for the safety of themselves and their students and, as soon as possible, advise the site administrator of the situation.
- ~~E. Temperature. Work activities, including classes and meetings, will not be held in any assigned workspace when the internal temperature rises above 78° F. In such instances, the administrator shall arrange for the relocation of affected students and/or employees, or the district shall provided portable air conditioning units to maintain a safe and comfortable working environment until the issue is resolved. If the temperature issue affects the more than 40% of the worksite, or if there is a disruption in water service, the district shall treat the matter as an immediate priority an make appropriate alternative arrangements until normal operations can safely resume.~~  
The District and the Association recognize the importance of maintaining a safe and comfortable learning and working environment for students and instructional personnel. To support this objective, the District will make reasonable efforts to maintain indoor classroom temperatures within the thermal comfort ranges. Nothing in this section shall be construed as a guarantee of precise indoor temperature at all times. Rather, the District agrees to operate in good faith and make reasonable efforts to ensure classroom environments align with recognized industry standards for thermal comfort. When thermal comfort cannot be maintained, an employee may request movement to an area of the campus with

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appropriate thermal comfort levels until the situation is resolved. ~~The site administrator will use their best judgment, based on the totality circumstances, in rendering a decision on such requests.~~

- F. Teachers will be notified of all site-specific emergency plans.
  1. ~~Site specific training will take place to verify how emergency plans will be conducted. This can be accomplished through site wide drills or an informational session on that school site. Site specific training will be conducted annually during pre-planning to review emergency plan procedures and site-specific responsibilities. The manner and method of training shall be determined at the discretion of the site administrator.~~
  2. ~~Sites shall provide the emergency plans and procedures for that school site to substitutes. This should include teacher specific roles. Sites shall make site specific emergency plans and procedures available to all employees.~~

• **Article 10.03- New Section- School Climate**

10.03 School Climate

- A. The district and LCTA value the contributions of all employees and are committed to fostering a school climate focused on positive employee relations. The district and LCTA place a high priority on employee engagement, morale, and satisfaction, recognizing that a supportive and collaborative work environment is essential to the success of our schools and the students we serve. The district will assess workplace factors affecting employee engagement, satisfaction and morale, semesterly each semester (2 times per year).
- B. Results will be reviewed to inform site administrators and district leadership. Emphasis will be placed on recognizing and celebrating examples of positive culture and leadership in our schools, as well as demonstrating practices that drive employee engagement, strengthen collaboration, and improve overall workplace morale.
- C. The administration of the assessment will be anonymous and include all instructional personnel. Individual school results will be shared with instructional employees at each respective school, as well as the LCTA.
- D. A formal recognition program, which celebrates and reinforces the importance of cultivating a supportive and positive workplace culture, will be implemented annually.

• **Article 10.04- Proposed New Section- Security Cameras**

The parties have mutually and tentatively agreed to retain the current contract language in place of the proposals presented by each side ~~such that the district acts with haste to implement a policy by the end of the third nine weeks which will be followed by impact bargaining regarding any negative changes on the bargaining unit. If the district implements a policy on security camera the LCTA reserves the right to impact bargain any negative impacts on terms and conditions of employment.~~

• **Article 10- Employee Discipline, Authority and Protection**

Becomes Article 11- Employee Discipline, Authority and Protection

• **Article 11.02- Employee Discipline**

11/12/2025

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11.02 Employee Discipline

- A. Just Cause - No employee shall be corrected for discipline including reprimand, suspension with or without pay, demotion, or discharge without just cause.
- B. Progressive Discipline - When circumstances dictate that disciplinary action should occur as a result of employee misconduct and/or substandard performance of assigned duties, the employee may be disciplined, and discipline may be progressive. Disciplinary Actions for a first offense will begin at the lowest level appropriate to the issue being addressed. It is recognized that a corrective action at the lowest level for a first offense is not always appropriate when the severity of the misconduct demonstrates that discipline should begin at a higher threshold. Both the District and the Association understand that there are violations of conduct where strict adherence to progressive discipline would be a breach of the District's duty. Employee disciplinary progression shall be as follows unless the severity or misconduct warrants not following disciplinary progression:
  - 1. Informal Discipline: A verbal warning or counseling memorandum shall not constitute formal disciplinary action and will be maintained in accordance with state law.
    - a. Verbal Warning
    - b. Counseling memorandum
  - 2. Formal Discipline:
    - a. Written Reprimand
    - b. Suspension without pay
    - c. Discharge

~~For the purpose of this process, a verbal warning is not considered to be a formal disciplinary action.~~

• **Article 11.06- Classroom Discipline and Control**

The parties have mutually and tentatively agreed to retain the current contract language in place of the proposals presented by each side.

• **Article 11.07- Proposed New Section- Use of Recordings in Disciplinary Action**

~~The parties have mutually and tentatively agreed to retain the current contract language in place of the proposals presented by each side.~~ **NOTE: Based on the LCS initial document provided by LCS.**

~~**E. LCS shall implement a districtwide cell phone policy that will prevent the illegal recording of employees**~~

~~The parties have mutually and tentatively agreed to retain the current contract language in place of the proposals presented by each side.~~

• **Article 11.10 – New Section Inserted- False Allegation**

D. In the event that a student makes a formal allegation against a teacher, which could deliberately damage the teacher's professional reputation, lead to loss of employment, or jeopardize their Florida educator certificate; which is subsequently determined, through formal investigation to be malicious or knowingly false; a teacher may formally request that the site administrator remove the subject student from the teacher's classroom roster in accordance with the provisions of Article 10.09( B).

11/12/2025  
JBS (R) PW (Jae)

November 12, 2025: LCTA Counter Proposal

- **Article 11.11- Student Records**

The parties have mutually and tentatively agreed to retain the current contract language in place of the proposals presented by each side.

- **Article 11- Reduction in Personnel**

Becomes Article 12- Reduction in Personnel

- **Article 12 – Employment Practices**

Becomes Article 13- Employment Practices

- **Article 13.12- Certification Expiration Notification**

Certification Expiration Notification: It is a professional responsibility and minimum employment requirement that all instructional staff hold a valid Florida Educator Certificate in each subject area or course they are assigned to teach. To support compliance, the District will make every effort to proactively notify educators—by November 1 of the year preceding expiration—of any certifications set to expire. This notification will include the certification type, subject area, and expiration date for any active teaching assignment.

- **Article 13- Employee Evaluations**

Becomes Article 14- Employee Evaluation.

- **Article 14.01: Employee Evaluation**

14.01 Employee Evaluation

- A. Evaluation of Instructional Personnel: The purpose of evaluation shall be to improve the quality of instruction in compliance with the mandates of Florida Statutes and State Board Rule regarding the evaluation of the performance of instructional personnel. These mandates include Section 1012.34(1)(a), Fla. Stat. which provides that:

[T]he District school superintendent shall establish a system for evaluating the performance of duties and responsibilities of all instructional, administrative, and supervisory personnel employed by the school district, to include the system design, structure, and content of the evaluation system. The procedures established by the district school superintendent set the standards of service to be offered to the public within the meaning of s. 447.209 and are not subject to collective bargaining.

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Nothing herein waives the position of either party regarding the interpretation, applicability, or constitutionality of Section 1012.34(1)(a), Fla. Stat., and/or of the ability of the Superintendent to make changes to the Leon Evaluation and Development System (LEADS) without bargaining.

B. Evaluation Procedures:

Procedures for the evaluation of Instructional Personnel shall be as established by the Superintendent of Schools and fully documented in the *Teacher's Guide to the Leon Evaluation and Development System (LEADS)*. LEADS or its successor, shall be utilized to record and document all observations and evaluations. LEADS shall be available on-line at the District website.

C. Changes to LEADS shall be subject to the following:

1. Any substantive changes to LEADS will be shared with the LCTA at least 30 calendar days prior to being submitted for approval to the Florida Department of Education and prior to being implemented. Note: Changes to the platform used to administer LEADS, without change to the evaluation methodology shall not be considered substantive for the purposes of this section.
2. The changes will not be implemented unless approved by the Florida Department of Education ("FDOE").
3. During preplanning, each teacher shall be provided with the link to an online copy of the revised Teachers Guide to Leon Evaluation and Development System (LEADS) incorporating the FDOE-approved changes.
4. The District will only implement approved changes to the Instructional Personnel Evaluation System at the beginning of the contract year.

D. Teacher Evaluation and Review Committee

The Teacher Evaluation and Review Committee will serve in an advisory capacity, functioning as a collaborative body, working together to promote continuous improvement in the instructional evaluation process. Its purpose is to identify and discuss issues of mutual interest, provide constructive feedback, and develop recommendations that support fair, consistent, and effective evaluation practices.

E. Appeals

1. An employee may file a procedural appeal related to the application of the evaluation procedures outlined in the *Teacher's Guide to the Leon Evaluation and Development System (LEADS)*. This appeal must be submitted in writing to the employee's supervising administrator within thirty (30) calendar days of the event that gave rise to the concern.
2. If the issue remains unresolved following supervisory review, the employee may submit an appeal of the unresolved procedural issue(s) to the Evaluation Review Panel. The Evaluation Review Panel shall be composed of:
  - Two (2) active classroom teachers appointed by the Leon Classroom Teachers Association (LCTA); and
  - Three (3) representatives appointed by the Superintendent.
3. The Panel shall review the procedural appeal, applying the established evaluation procedures and considering the relevant individual circumstances. The Panel will make in a determination based on the consensus of the majority of the group.
4. If the Panel sustains the teacher's concern related to a procedural error in the area of Instructional Practice, the panel will impose a resolution by majority consensus.
5. If the Panel sustains the teacher's concern related to an issue of Student Learning Objectives, the Panel shall, by majority consensus, recommend an alternative resolution to the Superintendent.

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- 14.02 -Annual Contracts.

Article 14.02 – Annual Contracts will be relocated to become Article 15.02.

- Article 14- Employee Evaluations

Becomes Article 15- Vacancies and Transfers.

- Article 15.02- New Section Inserted- Employee Transfers

15.02 The following provisions shall apply to the transfer of teachers:

A. Any voluntary transfer of a teacher after three (3) weeks prior to his/her preplanning shall require mutual agreement of both administrators. Any voluntary transfer of a teacher, as confirmed by the teacher's acceptance of a formal offer letter, which occurs within the timeframe marked by twenty one (21) calendar days prior to the first day of preplanning and extending through the end of the designated school year, shall require mutual agreement of both site administrators. Upon agreement, the administrators shall mutually determine the time frames for such transition to occur with the best interest of the children being served in mind. Should mutual agreement not be reached by the respective administrators, the issue shall be determined by the appropriate District level administrator overseeing the schools involved. The District withholds the right to restrict internal transfers in the best interest of the District during the school year.

B. Hardship Transfer

1. An employee who has completed at least one year of service with the District may request a hardship transfer when there is a serious medical and/or serious personal problem that can be substantiated to the satisfaction of the Superintendent or designee. Requests for hardship transfer shall be directed to the Director, Division of Human Resources.
2. Approval of any hardship transfer is at the sole discretion of the Superintendent or designee.
3. Any approved hardship transfer will be effective at the beginning of a marking period, if an appropriate vacancy exists.
4. Travel time and/or distances alone will not be considered as a reason to seek or to grant a hardship transfer.
5. If the employee's condition is one that should be considered under provisions of the Americans with Disabilities Act (ADA), the employee may be directed to apply for an ADA accommodation with the District's Compliance Officer in lieu of a hardship transfer.

Formatting Note: Insertion of this sections bumps subsequent sections sequentially

- Article 15.03 – **Teacher Transfer Process** ~~District Initiated Transfer Process~~

The parties have mutually and tentatively agreed to retain the current contract language in place of the proposals presented by each side.

- Article 15.05

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**Section 14.04 - Transfers due to necessary staff reductions at a school site.**

**A. Identification**

When a reduction in the number of employees at a school is necessary, the site administrator, in consultation with the Superintendent or designee, shall identify the program areas, subject areas in secondary schools, positions in elementary schools, or other positions in which the reduction shall occur.

**B. Voluntary Transfers**

Employees from the identified areas or positions who volunteer for transfer shall be transferred first, provided they possess the necessary qualifications for available vacancies and the site administrators of both schools concur. ~~Upon request, the District shall provide information to employees, who indicate an interest in transferring to another site, related to changes in their salary or any other benefit provided for in this Agreement.~~ The District shall provide Employees who consider voluntarily transferring information regarding any changes in their salary or any other benefits provided for in this Agreement.

**C. Criteria for Involuntary Transfers**

1. Involuntary transfers from the identified areas or positions shall be based on length of service within the District.
2. District service prior to a hiatus of more than two (2) years shall not be counted as service for this purpose.
3. Employees with the least amount of District service shall be transferred first, provided they possess the necessary qualifications for available vacancies and the transfer is consistent with the program needs of both schools.

**D. Notice of Transfer**

Written notice of transfer shall be provided to the affected employees as soon as practicable. No such transfer shall result in a reduction in base pay or any other benefit provided for in this Agreement.

**E. Adjustment Period**

1. Employees who are transferred, under the provisions outlined in Section 14.04, to another school shall be provided five (5) workdays to relocate, organize their classroom or workspace, and prepare for their new assignment.
2. During this period, employees may be required to participate in mandatory training related to the assignment and to meet with administration, the department head, and grade-level or subject-area colleagues for instructional planning.
3. Employees may request on- site assistance as necessary to breakdown and setup their classroom.

- **Article 15- Unpaid Leaves**

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November 12, 2025: LCTA Counter Proposal

Becomes Article 16- Unpaid Leaves.

- **Article 16- Paid Leaves**

Becomes Article 17- Paid Leaves.

- **Article 17.05 – Payment for Accumulated Sick Leave**

#### 17.05 Payment for Accumulated Sick Leave

- A. At and after the normal retirement date or at the time of disability retirement, an employee, or his/her beneficiary if service is terminated by death, will receive terminal pay for accumulated sick leave accumulated while an employee of the Leon County School Board pursuant to the following during:
1. The first three (3) years of service with the Board, the daily rate of pay multiplied by thirty-five (35) percent times the number of days of accumulated sick leave.
  2. The next three (3) years of service with the Board, the daily rate of pay multiplied by forty (40) percent times the number of days of accumulated sick leave.
  3. The next three (3) years of service with the Board, the daily rate of pay multiplied by forty-five (45) percent times the number of days of accumulated sick leave.
  4. The next three (3) years of service with the Board, the daily rate of pay multiplied by fifty (50) percent times the number of days of accumulated sick leave.
  5. And after the 13th year of service with the Board, the daily rate of pay multiplied by 100 percent times the number of days of accumulated sick leave.

For the purpose of this section, the phrase “normal retirement date” shall mean retirement as defined in Sections 121.021(29) or 238.07(2)(e)1 and (f), F.S. (2000).

- **Article 17.06- Requesting and Granting Sick Leave**

#### 17.06 Requesting and Granting of Sick Leave

A. Except in the case of unexpected illness where the employee must be absent prior to receiving such approval, an employee’s request for sick leave shall be submitted to the principal/site administrator or designee at least two (2) days prior to the proposed beginning date of the leave and approved prior to the leave being taken. When prior approval cannot be obtained due to unexpected illness, the employee shall notify the principal/site administrator or designee of his/her absence as soon as possible but not later than one (1) hour and thirty (30) minutes prior to the beginning of the employee’s workday except where unusual and compelling circumstances warrant a shorter period of notice. The employee shall submit the required leave form, to be provided by the site administrator or designee, within three (3) days following the employee’s return from such leave (or sooner if necessitated by a payroll deadline).

B. Instructional personnel may request the use of multiple leave types, in quarter-hour increments, to cover a single contracted workday, provided that each leave request

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complies with the applicable provisions of Article 16 governing the respective leave type.

- C. The site administrator or designee is responsible for securing all substitutes for an employee. Substitutes shall be expected to perform all duties normally performed by the employee who is absent.
- D. If the period of absence due to illness exceeds ten (10) days, the employee shall, upon request, submit completed leave request forms provided by the principal/site administrator as soon as possible and prior to his/her return to work and, upon request, shall also submit a written statement from the employee’s medical provider as described in Section 16.07 below.
- E. Sick leave shall be granted for illness of self or any immediate member of the family. Immediate members of the family shall be interpreted to include: spouse, grandparents, parents, sisters, brothers, children and grandchildren of both the employee and the spouse of the employee, and any dependent who resides with the employee’s household. Sick leave shall also be granted for illness connected to or resulting from pregnancy and for death or serious illness of any member of the larger family group.

• **Article 17- Emergency School Closing**

Becomes Article 18- Emergency School Closings.

• **Article 18.01**

The parties have mutually and tentatively agreed to retain the current contract language in place of the proposals presented by each side.

• **Article 18- Student Teaching Assignments**

Becomes Article 19- Student Teaching Assignments.

• **Article 19- Academic Freedom**

Becomes Article 20- Academic Freedom.

• **Article 20- Political Activity**

Becomes Article 21- Political Activity.

• **Article 21- Compensation**

Becomes Article 22- Compensation.

• **Article 22.01 (5) – Development of Curriculum**

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~~1. Development of Curriculum and Instructional Materials. Employees whose services are utilized design and/or development of curriculum and instructional materials, to include diagnostic and/or evaluative assessment instruments, shall be compensated at their regular hourly rate. Employees selected by the Office of Professional Learning, or other comparable District-level entity, to design and/or develop District-wide instructional content—including curriculum, instructional materials, and diagnostic or evaluative assessment instruments—shall be compensated at their regular hourly rate.~~

- Article 22.05

~~22.05 Employees requested to provide in-service training programs during the school day shall be given release time for such presentations and preparation time equal to the presentation period. If release time is not provided, the employee shall be compensated at his/her hourly rate for preparation time equal to the presentation time.~~

- Article 22.06-

Revised and Relocated to 7.03(B)

~~22.06 Compensation at the rate of \$20 \$25 (twenty five) per hour will be provided to employees who are approved to participate in voluntary staff development activities for which in-service credit is awarded, subject to the availability of funding.~~

22.06 Employees are to be given credit for previous experience according to the following plan and consistent with the provisions of the negotiated salary schedule:

- Beginning with the 2019-20 school year, credit for one (1) year's experience shall be given for each year of teaching or administrative experience in any state or regionally accredited public school (K-12), junior or community college, or university (graduate assistant experience shall not be counted). Credit shall also be given for teaching or administrative experience in ~~equivalently accredited (21.07.H.)~~ schools outside the U.S., including a U.S. government-sponsored military base school, upon a determination by the District that such schools have the equivalent of state or regional accreditation ~~and shall be recognized~~ or if the educator held a valid Educator Certificate recognized by the State of Florida Department of Education; or comparable professional Educator credential/license recognized by the ~~host country or~~ U.S. Department of Defense, as documented by official verification of credential recognition issued by the Department of Defense Education Activity and provided by the educator; while employed in a school outside the US. The affected employee shall be responsible for providing the District's Instructional Section of the Human Resource's Department with the necessary documentation of such experience. The deadline to provide the documentation of experience is no later than 120 calendar days from their date of hire. The Human Resource's Department shall confirm with the affected employee that it has received all necessary documents to make its determination within five working days upon receipt. The District shall notify the affected employee of its determination regarding credited experience within five days of making its determination. The District shall provide to the affected employee a written explanation of its rational. The affected employee shall have ten (10) working days to provide additional information or clarification upon receipt of

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the District's explanation. The District shall communicate its second determination with the affected employee within five (5) working days.

- **Article 22.23- Employment After Retirement**

The parties have mutually and tentatively agreed to retain the current contract language in place of the proposals presented by each side.

- **Article 22.24 – New Section Inserted- Itemized Pay Statement**

Itemized Pay Statement- For each pay period in which an employee receives compensation, the District shall make available an itemized pay statement in a timely manner, accessible in electronic format. The District will make every reasonable effort to include all relevant pay details, subject to the capabilities of the payroll system. A reference guide will be made available on the district website that includes an explanation of codes used to distinguish the various types of pay on the on the pay statement.

- **Article 22- Payroll Deductions**

Becomes Article 23- Payroll deductions.

- **Article 23- Employee Work Year**

Becomes Article 24- Employee Work Year.

- **Article 24- Maintenance of Standards**

Becomes Article 25- Maintenance of Standards.

- **Article 25- School Improvement, Accountability and Shared Decision Making**

Becomes Article 26- School Improvement, Accountability and Shared Decision Making.

- **Article 26- Committees**

Becomes Article 27- Committees.

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November 12, 2025: LCTA Counter Proposal

- Article 27.01 (D)

~~27.01 (D) — The Teacher Evaluation Review Committee (TERC) shall be comprised of twelve (12) members, fifty (50) percent appointed by the LCTA President and fifty (50) percent and the Committee Chairperson appointed by the Superintendent by August 15 of each school year. The committee shall serve in an advisory capacity and will meet to discuss matters of mutual interest and concern related to the instructional evaluation process. A synopsis of the committee's discussions and recommendations shall be provided to the Superintendent of Schools.~~

27.01 (D) - The Teacher Evaluation Review Committee (TERC) shall be comprised of twelve (12) members, fifty (50) percent appointed by the LCTA President and fifty (50) percent appointed by the Superintendent by August 15 of each school year. The committee shall make recommendations for changes and transmit them to the appropriate authority. ~~to the collective bargaining team for final negotiations prior to the start of negotiations.~~

- Article 27- Totality of Agreement- Amendment and Duration

Becomes Article 28- Totality of Agreement- Amendment and Duration

**MEMORANDUM OF UNDERSTANDING**

## UniSIG Supplemental Teacher Allocation

The Leon County School District and the Leon Classroom Teachers Association (LCTA) hereby tentatively agree to the provisions set out below and will support the ratification of such provisions by the members of the LCTA bargaining unit and the Leon County School Board. Both parties agree this memorandum of understanding shall remain in effect for the 2025-2026 school year.

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-rated teachers who are teaching and impacting the most fragile students at Title I schools with a 2024–2025 school grade of “D” or “F” or a graduation rate at or below 67%.

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: **Griffin Middle School and Oak Ridge Elementary.**

To qualify for the incentive, an employee must:


- Be employed full-time and provide direct instruction to students at one of the above-listed schools;
- Possess a 2024–2025 VAM rating of Effective or Highly Effective, based on:
  - a three-year aggregate (2021–22, 2022–23, 2023–24),
  - a two-year aggregate (2022–23, 2023–24), or
  - a one-year Algebra score from 2024–25, whichever is best;
- Begin teaching at the eligible school on or before September 15, 2025 to receive the full incentive;
- Employees who begin teaching between September 15, 2025, and January 3, 2026, may be eligible for a prorated incentive in accordance with program guidelines.

A retention incentive of \$15,000 (for Highly Effective VAM rating) or \$7,500 (for Effective VAM rating) will be paid to employees who meet the criteria above and remain employed at the school for the entire 2025–2026 school year.

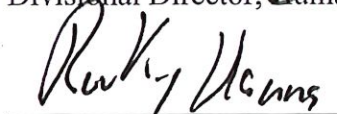
Employees who voluntarily transfer to another district, school, or department, or separate from the District during the 2025–2026 school year, will not be eligible to receive the incentive or any remaining payments. Employees on approved FMLA leave may be eligible for a prorated amount at the District’s discretion.

  
Brett Shively  
Divisional Director, Human Resources

11/12/2025  
Date

  
Scott Mazur  
President, LCTA

11/12/25  
Date

  
Rocky Hanna  
Superintendent

11/12/2025  
Date

  
Chris Segal  
Executive Director, FEA

11/12/25  
Date

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

Whereas the parties agree that for the 2025/2026 School Year, Leon County Schools has agreed to allocate \$15,000 towards incentives for teachers to add the Gifted Endorsement to their professional certificate, pending approval of the LCS Title IV plan by FLDOE.

Leon County Schools agrees to allocate funds, as funds are available, to support teachers who have completed their gifted endorsement courses and added the endorsement to their professional certificate through the dates of August 1, 2025 – July 31, 2026. Teachers will receive the following:


- A one-time incentive of \$500 to be paid after they have added the endorsement to their current professional certificate upon completion of the five (5) professional development courses.


In order to be eligible for the gifted endorsement incentive program, teachers must comply with the following:


- Added the gifted endorsement to their certificate after July 31, 2025
- Add the gifted endorsement to certificate upon completing courses no later than July 31, 2026
- Provide proof of the endorsement addition on certificate by providing a copy of updated professional certificate to [giftedpaperwork@leonschools.net](mailto:giftedpaperwork@leonschools.net)

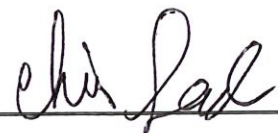
Participants that submit proper documentation during the implementation of this MOU shall be paid as funds are available.

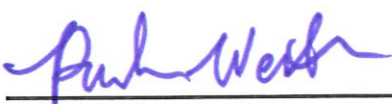
Both parties agree this memorandum of understanding will sunset July 31, 2026.

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\_\_\_\_\_  
Rocky Hanna Date  
Superintendent

 11/12/2025  
\_\_\_\_\_  
Scott Mazur Date  
President, LCTA

 11/12/2025  
\_\_\_\_\_  
Brett Shively Date  
Divisional Director, Human Resources

 11/12/25  
\_\_\_\_\_  
Chris Segal Date  
Executive Director, FEA

 11/12/25  
\_\_\_\_\_  
Pamela Weston Date  
Chief Negotiator, LCTA

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

Whereas the parties agree that for the 2025-2026 School Year, **Griffin Middle 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 11/12/2025

Rocky Hanna Date  
Superintendent

Scott Mazur 11/12/25

Scott Mazur Date  
President, LCTA

Brett Shively 11/12/2025

Brett Shively Date  
Divisional Director, Human Resources

Chris Segal 11/12/25

Chris Segal Date  
Executive Director, FEA

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

Whereas the parties agree that for the 2025-2026 School Year, **Oak Ridge 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 11/12/2025

Rocky Hanna  
Date  
Superintendent

Scott Mazur 11/12/25

Scott Mazur  
Date  
President, LCTA

Brett Shively 11/12/2025

Brett Shively  
Date  
Divisional Director, Human Resources

Chris Segal 11/12/25

Chris Segal  
Date  
Executive Director, FEA

**MEMORANDUM OF UNDERSTANDING****Between the School Board of Leon County, Florida and the Leon Classroom Teachers Association (LCTA)****Purpose**

The School Board of Leon County (“District”) and the Leon Classroom Teachers Association (“LCTA”) enter into this Memorandum of Understanding (“MOU”) to establish the distribution of compensation for instructional personnel for the 2025–2026 school year. Specifically, this MOU addresses the allocation and distribution of funds appropriated by the State of Florida under the **Teacher Salary Increase Allocation (TSIA)** pursuant to Florida law.

This MOU shall be effective upon ratification by both parties and shall remain in effect for the 2025–2026 fiscal year, unless amended or superseded by subsequent agreement.

**Agreement****1. Allocation of Funds**

The parties agree that \$1,000,000 shall be allotted to the Instructional Unit to be distributed to full-time teachers and other instructional personnel with at least two years of full-time teaching experience in a Florida public school, and in accordance with 1012.22 F.S., 1011.62 (14) F.S. and Chapter 2025-198, Laws of Florida, as follows:

- 80% of the total will be dedicated to funding individual shares of the Performance Pay allotment for instructional personnel as follows:
  - Highly Effective– 1.0
  - Effective - .75
  - Grandfathered - .75
- 20% of the total will be dedicated to funding an additional Cost of Living Increase that will be split evenly among eligible personnel. The maximum individual share of the COLA distribution shall not exceed 50% of the Performance Pay share received by instructional personnel rated Effective.
- Salary Placement Schedule shall reflect no changes for School Year 2025/2026.

2757 W. Pensacola Street • Tallahassee, Florida 32304-2998 • Phone (850) 487-7100 • Fax (850) 414-5194 • [www.leonschools.net](http://www.leonschools.net)

*“No person shall on the basis of sex, gender identity, marital status, sexual orientation, race, religion, ethnicity, national origin, age, color, pregnancy, disability, military status or genetic information be denied employment, receipt of services, access to or participation in school activities or programs if qualified to receive such services, or otherwise be discriminated against or placed in a hostile environment in any educational program or activity including those receiving federal financial assistance, except as provided by law.” No person shall deny equal access or a fair opportunity to meet to, or discriminate against, any group officially affiliated with the Boy Scouts of America, or any other youth group listed in Title 36 of the United States Code as a patriotic society.*

**“EXCELLENCE BEGINS IN LEON COUNTY SCHOOLS”**

**2. Implementation and Ongoing Negotiations**

This agreement ensures the timely distribution of TSIA funds to eligible instructional personnel.

**3. Retroactivity**

All payments made under this MOU shall be retroactive to July 31, 2025 and shall be issued as a single lump-sum on the first practicable payroll following ratification by both parties and approval by the School Board. If an employee resigns or is terminated for cause before May 27, 2026, the employee shall repay the unearned portion of the lump-sum, calculated pro rata by the number of duty days remaining in the employee's 2025-2026 work calendar after the separation date. The District may deduct any repayment due from the employee's final paycheck(s) as permitted by law and may invoice any remaining balance; this section constitutes the employee's written authorization for such deductions. No repayment is required for reduction-in-force/layoff, non-renewal not for cause, death, retirement, or approved long-term disability.

**Signatures**

Rocky Hanna 11/12/2025  
Rocky Hanna Date

Superintendent  
Brett Shively 11/12/2025  
Brett Shively Date  
Divisional Director, Human Resources

Scott Mazur 11/12/25  
Scott Mazur Date

President, LCTA  
Chris Segal 11/12/25  
Chris Segal Date  
Executive Director, FEA

Pamela Weston 11/12/25  
Pamela Weston Date  
Chief Negotiator, LCTA