

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

Whereas the parties agree that for the 2024-2025 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.

Rocky Hanna

Rocky Hanna
Superintendent

Date

Scott Mazur 10/15/24

Scott Mazur
President, LCTA

Date

Brett Shively 10/15/24

Brett Shively
Divisional Director, Human Resources

Date

Chris Segal 10/15/24

Chris Segal
Executive Director, FEA

Date

Pamela Weston 10/15/24

Pamela Weston
Chief Negotiator, LCTA

Date