

**MEMORANDUM OF UNDERSTANDING
Paraprofessional Apprenticeship Program**

This Memorandum of Understanding (MOU) is entered into by and between Leon County Schools (LCS) and the Leon Educational Staff Professionals Association (LESPA) to establish the terms and conditions for paraprofessionals in the LESPA bargaining unit participating in the approved apprenticeship program to receive a financial supplement.


The Florida Department of Education "Grow Your Own Registered Teacher Apprenticeship Program", established in partnership with local postsecondary institutions, is designed to encourage and support the professional growth and development of paraprofessionals by providing standards-based coursework and on-the-job training as a pathway to become a certified teacher. While this program is primarily designed for instructional paraprofessionals, Classroom Behavior Specialists are also eligible to participate. Those enrolled in the program who meet the outlined criteria may qualify for the supplement.

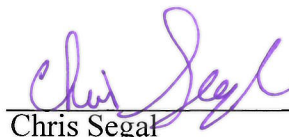
Employees in the established apprenticeship program who meet the requirements as outlined below will be eligible to receive a ten percent (10%) supplement that will be paid following completion of the first year of the apprenticeship program. To be eligible for the supplement, employees must meet the following criteria:

1. Successful Acceptance and Completion of Two Semesters:
 - The employee must be officially accepted into and successfully complete two (2) semesters of an approved apprenticeship program.
2. Minimum GPA Requirement:
 - The employee must maintain a minimum cumulative Grade Point Average (GPA) of 2.5 throughout the two (2) semesters.
3. Performance Evaluation:
 - The employee must receive an overall rating of "Effective" or "Highly Effective" on their most recent performance evaluation.
4. Reappointment for the Next School Year:
 - The employee must be reappointed for the subsequent school year within Leon County Schools.

This MOU shall remain in effect for the duration of the apprenticeship program or until modified by mutual agreement between LCS and LESPA.

 3/20/25
Brett Shively Date
Divisional Director, Human Resources

 3/20/25
Rocky Hanna Date
Superintendent

 03/20/25
Chris Segal Date
Executive Director, FEA

 Date
Valencia Hargrett
President, LESPA