

MEMORANDUM OF UNDERSTANDING
 BETWEEN
 BAY DISTRICT SCHOOLS
 AND
 ASSOCIATION OF BAY COUNTY EDUCATORS

1. **Parties.** This Memorandum of Understanding is made and entered into by and between Bay District Schools and the Association of Bay County Educators (ABCE).
2. **Purpose.** Schools that have been identified by the Florida Department of Education as Comprehensive Support & Improvement Schools (CS&I) must take necessary steps to improve student achievement in accordance with State Board Rule 6A-1.099811, in order to move the district out of Educational Emergency status.

In addition, the recruitment and retention of highly qualified, experienced and certified classroom teachers is critical to improving student achievement through high quality instruction at our most fragile schools.

3. **Term One.** This MOU shall begin upon the approval of the School Board and Association of Bay County Educators and will end **on June 30, 2024**. ~~when the funding source is no longer available.~~
4. **Term Two:** The Board and ABCE agree to following guidelines for Comprehensive Support & Improvement Schools - Classroom Teacher Supplement (2023-2024):

Classroom teachers selected to work at the identified CS&I schools and meet **ALL** of the eligibility criteria outlined below will be paid a classroom teacher supplement of \$15,000 for Tier 2 schools and \$10,000 for Tier 1 schools for the 2023-2024 school year.

The full amount of the classroom teacher supplement will be paid to teachers who work the full school year and meet the eligibility requirements outlined herein. Teachers who work less than the full school year, upon recommendation of the Superintendent or designee, and meet the eligibility requirements will receive a prorated amount. Payment of the supplement shall begin with the second paycheck after the FTE mini-count and will be paid in equal installments throughout the year in accordance with the established payroll schedule. In the event a teacher is no longer employed at a CS&I school, the supplement installments will cease.

Tier 2, CS&I Schools - \$15,000	Tier 1, CS&I Schools - \$10,000
Callaway Elementary	Lucille Moore Elementary
Cedar Grove Elementary	M. Cherry Street Elementary
	Parker Elementary
	Rutherford 6-12
	Waller Elementary

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Classroom Teacher Supplement Eligibility Criteria:

- Provide grade level instruction to students at least half of the instructional day in Kindergarten through 12th grade as a fulltime BDS teacher as described herein
- Hold a Professional or Temporary State of Florida Teacher Certification
- Have an overall teacher evaluation rating of Effective or Highly Effective if an evaluation rating is available
- Instructional employees that were non-renewed or not retained for the 21-22 and/or 22-23 school year at one of the identified CS&I schools are not eligible for the Classroom Teacher Supplement for the 23-24 school year even if the instructional employee is rehired or placed at a CS&I school for the 23-24 school year. Exceptions may be approved by the Superintendent or designee with a written request from the Principal.
- Sign and agree to the terms and conditions outlined in the Educational Emergency Contract for CS&I schools outlined in Appendix F of the Master Teacher Contract
- Be employed as a classroom teacher or Master Teacher serving as Intervention Specialist School-Based and meet the outlined eligibility criteria no later than September 15, 2023. Classroom teachers or Master teachers hired after September 15th will receive a prorated supplement, upon recommendation of the Superintendent or designee, when they meet all eligibility requirements
- Have a class roster in Focus and be the primary classroom teacher of record for one or more of the identified core courses*
 - Responsible for assigning grades for the identified course(s)
 - Responsible for preparing, planning, and delivering grade level instruction for the identified course(s)
 - Class rosters/sections must include 10 or more students. Self-contained ESE classes that meet all other requirements are exempt from the 10 or more students criteria

Elementary

- Classroom Teacher
 - Serves as the primary teacher of identified core subjects for a majority, 75% or more, of the 335 student instructional minutes per day.
- Master Teacher serving as Intervention Specialist School-Based (Maximum of 3 per campus will be eligible for the Classroom Teacher Supplement)
 - Serves as the primary classroom teacher for at least half of the 335 student instructional minutes per day to the lowest quartile students
 - Coaches/Supports teachers the remainder of the day that are teaching core courses

Secondary

- Classroom Teacher
 - Serves as the primary teacher for identified core subjects for at least half of the student instructional day
- Master Teacher serving as Intervention Specialist School-Based (Maximum of 12 will be eligible for the Classroom Teacher Supplement at Rutherford)
 - Serves as the primary teacher for identified core subjects for at least half of the student instructional day to the lowest quartile students
 - Coaches/Supports teachers the remainder of the day that are teaching core courses

If a teacher accepts a supplement-eligible position at a CS & I school and is later assigned to a supplement non-eligible position, the teacher may request and be released from employment at the CS & I school.

During the term of this MOU, this agreement will be the only option used to staff the CS & I schools.

District Counter Proposal #3
 ABCE Counter Proposal #2
 March 20, 2023

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Elementary Core Courses*			
	ELA	Math	Science
Kindergarten	5010041	5012020	5020010
1st Grade	5010042	5012030	5020020
2nd Grade	5010043	5012040	5020030
3rd Grade	5010044	5012050	5020040
4th Grade	5010045	5012060	5020050
5th Grade	5010046	5012070	5020060
K-5 ESE ACCESS Courses	ELA Access	Math Access	Science Access

Secondary Core Courses*	
Middle School ELA	M/J LANG ARTS 1 1001010 M/J INTENS READ 1 1000010 M/J LANG ARTS 1, ADV 1001020 M/J LANG ARTS 2 1001040 M/J INTENS READ 2 1000012 M/J LANG ARTS 2, ADV 1001050 M/J LANG ARTS 3 1001070 M/J INTENS READ 3 1000014 M/J LANG ARTS 3, ADV 1001080
Middle School Math	M/J FDN SKLS MATH 6-8 1204000 M/J MATH 1 1205010 M/J ACCEL MATH GRADE 6 1205020 M/J MATH 2 1205040 M/J ACCEL MATH GRADE 7 M/J PRE-ALG 1205070 ALG 1 HON 12003201
Middle School Social Studies	M/J US HIST 2100010 M/J US HIST ADV 2100020 M/J CIVICS 2106010 M/J CIVICS ADV 2106020 M/J WORLD HIST & CP 2109015 M/J WORLD HIST & CP ADV 2109025 WORLD HIST HON 2109320

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Middle School Science	M/J EARTH/SPA SCI 2001010 M/J EARTH/SPA SCI ADV 2001020 M/J LIF SCI 2000010 M/J LIF SCI ADV 2000020 M/J PHY SCI 2003010 M/J PHY SCI ADV 2003020
Middle School CTE	EXPLOR IT CAREERS 9009350 CODING FUNDAMENTALS 9009200 DIGITAL INFO TECH 8207310
High School ELA	ENG 1 1001310 ENG 1-FL PRE-IB 1001800 ENG HON 1 1001320 ENG 2 1001340 ENG HON 2 1001350 ENG HON 3 1001380 ENG 3 1001370 ENG 4 1001400 ENG 4-IB 1001830 ADV PL ENG COMPO 1001420I ADV PL ENG LIT COMPO 1001430I IB ENG LANG & LIT 1 1005850SL IB ENG LANG & LIT 2 1005855 PERS,CAR,SCH DEV 1 0500500 PERS,CAR,SCH DEV 2 0500510 APPL COMMS 1 1001460 APPL COMMS 2 1001470 English Language Development 1002380
High School Math	FDN SKLS MATH 9-12 1200400 ALG 1-A 1200370 ALG 1-B 1200380 ALG 1 HON 1200320I GEO 1206310 GEO HON 1206320I ALG 2 1200330 ALG 2 HON 1200340I MATH DATA & FIN LIT 1200384 ADV PL CALCULUS AB 1202310 ADV PL CALCULUS BC 1202320 IB MATH: APPS/INT 1 1209300 IB MATH: APPS/INT 2 1209305 IB MATH: ANLYS/APPR1 1201325 IB MATH: ANLYS/APPR2 1201330 IB MATH: ANLYS/APPR3 1201335

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<p>High School Social Studies</p>	<p>WORLD HIST 2109310 WORLD HIST FL PRE IB 2109810 ADV PL WORLD HIST: MODERN 2109420 US HIST 2100310 US HIST HON 2100320 ADV PL U.S. HIST 2100330 US GOVT 2106310 US GOVT HON 2106320 ECON FIN LIT 2102335 ECON FIN LIT HON 2102345 HIST OF AMERICAS-IB 2100800 IB CONTEMP HISTORY 2 2109805</p>
<p>High School Science</p>	<p>BIO 1 2000310 BIO 1-FL PRE-IB 2000800 BIO 1 HON 2000320 IB BIOLOGY 1 2000805 BIO 3-IB 2000820 IB ENV SYS & SOC 1 2001370 IB ENV SYS & SOC 2 2001375 ENV SCI 2001340 CHEM 1 2003340 CHEM 1-FL PRE IB 2003800 ADV PL PHYSICS 1 2003421 ADV PL PHYSICS 2 2003422 IB PHYSICS 3 2003850 ADV PL PHYSC:ME,E,MA 2003430 ERTH/SPA SCI 2001310</p>
<p>High School CTE</p>	<p>DIGITAL INFO TECH 8207310 DIGITAL DESIGN 1 8209510 DIGITAL DESIGN 2 8209520 DIGITAL DESIGN 4 8209540 Program: CULINARY ARTS 1 8800510 CULINARY ARTS 2 8800520 CULINARY ARTS 3 8800530 CULINARY ARTS 4 8800540 IN PROGRESS, all Rutherford CTE programs will be included.</p>

*Please note, these are the current courses on the master schedule. Additional qualifying courses may be added with the approval of the Superintendent or designee.

Chief Negotiator, Bay District Schools

President, ABCE

Deputy Superintendent, Bay District Schools

Regional Director, ABC

Date: _____