

USEP COUNTER PROPOSAL #1

July 26, 2018

MEMORANDUM OF UNDERSTANDING

**Elementary and Secondary Education Act/~~No Child Left Behind Impact on Instructional Staff~~  
Every Student Succeeds Act**

In an attempt to minimize the impact of the Elementary and Secondary Education Act (ESEA)/~~No Child Left Behind (NCLB) Act~~ Every Student Succeeds Act (ESSA) on instructional staff, the Board and Union agree to the following provisions:

1. It is the Board's intent to keep teachers ~~who are currently "highly qualified"~~ in positions for which they hold a temporary or professional certificate with appropriate coverage.
2. The Board shall make every effort to minimize the number of core academic subject areas for which a teacher must obtain a temporary or professional certificate with appropriate coverage.
3. The Board shall provide, at no cost to the teacher, staff development opportunities for those teachers seeking to add the reading endorsement to their certificate and shall give priority to those teachers identified as needing the reading endorsement.
4. The Board shall provide reimbursement for ~~core~~ subject area examination fees at the regular administration rate to teachers attempting to become ~~"highly qualified,"~~ certified in field in a core subject area. The Board shall also provide individual teachers reimbursement for a second attempt at passing a specific ~~core~~ subject area examination if the teacher is unsuccessful on the first attempt. All other non-core subject area exams will be reimbursed for passing score only.
5. No new teachers will be hired to fill an advertised position vacancy until all current teachers who do not meet the ESEA/NCLB ~~"highly qualified"~~ ESSA definition are provided the opportunity to apply for and be interviewed for the position; provided they hold either a temporary or professional certificate with appropriate coverage.
6. Teachers wishing to transfer under this provision will ~~make their interest known to the principal~~ apply online within the advertised period and will identify that they are seeking assignment priority in accordance with this Memorandum of Understanding. The Board shall give priority to such current teachers over outside applicants when filling vacant positions. Such priority will not supersede priority for involuntary or voluntary transfers resulting from staff reduction.

The Board and Union agree to revisit and, if necessary, bargain the impacts of the Every Student Succeeds Act (ESSA) on the terms of this memorandum at the time technical assistance and guidance from the Florida Department of Education is available.

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For the Board

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Date

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For the Union

\_\_\_\_\_  
Date