MEMORANDUM OF UNDERSTANDING
BETWEEN
THE SCHOOL DISTRICT OF POLK COUNTY, FLORIDA
AND
THE POLK EDUCATION ASSOCIATION, INC.

TEEN PARENT PROGRAM CHILD CARE SERVICES
CHILD DEVELOPMENT ASSOCIATE TEACHER PARAEDUCATOR AND
PRE-KINDERGARTEN PARAEDUCATOR
RETENTION BONUS

• AUBURNDALE LITTLE HOUNDS CHILD CARE, AUBURNDALE SENIOR
• HAPPY HORNETS CHILD CARE INITIATIVE, HAINES CITY SENIOR HIGH
• KATHLEEN LITTLE D’S CHILD CARE CENTER, KATHLEEN SENIOR HIGH
• RIDGE TECHNICAL CENTER TEEN PARENT PROGRAM
• TRAVISS TECHNICAL CENTER TEEN PARENT PROGRAM

This Memorandum of Understanding (MOU) memorializes the parties’ agreement authorizing Polk County Public Schools (the District) to pay eligible Teen Parent Program Child Care Center paraeducators and designated clerical staff a retention bonus funded under the Phase V Coronavirus Response and Relief Supplemental Appropriations Act (CRRSAA), 2021.

The SCHOOL DISTRICT OF POLK COUNTY, FLORIDA (D/B/A Polk County Public Schools) (District) and the POLK EDUCATION ASSOCIATION, INC. (PEA) as evidenced by the respective signatures below, are parties hereto and agree to this Memorandum of Understanding (MOU) as more specifically set forth herein.

WHEREAS, the PEA is the certified bargaining agent for the District, and the District is the employer and a party to the PEA Collective Bargaining Agreements (CBA) governing paraeducators and educational support (clerical) personnel; and,

WHEREAS, the Phase V CRRSAA Support Grants for Early Learning/Child Care Providers provides additional funding to support contracted school district providers that were classified as operational/open on April 1, 2021 and are providing on-site early learning/child care services on the date of application, to assist them in remaining open during the COVID-19 crisis. Some portion of the funds must be used for staff salaries/benefits as reflected on the application’s budget.

NOW, THEREFORE, in accordance with the terms of the grant the Teen Parent Child Care Programs remained open and operational, with the exception of PCPS temporary school closures due to COVID-19 or other temporary emergencies, the parties understand and agree to the terms and conditions as follows:
MEMORANDUM OF UNDERSTANDING
TEEN PARENT CHILD CARE SERVICES GRANT RETENTION BONUS

A. Retention Bonus
Subject to the grant conditions eligible staff at the designated Teen Parent Programs will be paid a one-time retention bonus of $1,800 subject to the applicable taxes.

1. CDAT Paraeducator and Pre-Kindergarten Paraeducator: Under the terms of the grant eligible Paraeducators must have been employed on April 1, 2021 and remain actively employed on the date of payment.

2. Educational Support Personnel Eligibility: To be eligible for payment the Teen Parent Child Care Services Secretary II (1) must have been employed on April 1, 2021 and remain actively employed on the date of payment.

B. Bonus Payments
Following receipt of the grant funds the bonus is expected to be paid to designated child care staff as soon as practicable on the next available payroll period on September 30, 2021.

C. Additional Funding:
Should additional funds be allocated from this grant during the term of this Agreement, the District and PEA will discuss any appropriate amendments and distribution of such funds.

This agreement will expire October 31, 2021.

POLK EDUCATION ASSOCIATION, INC. POLK COUNTY SCHOOL DISTRICT

By: ___________________________ By: ___________________________
Stephanie Yocum Frederick R. Heid
President Superintendent
Polk Education Association Polk County Public Schools

Date 8/23/21 Date 8/25/21

C: Business Services Finance and Payroll Departments
Federal Programs Department
Human Resource Services Personnel Department

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