MEMORANDUM OF UNDERSTANDING
Board Proposal
Elementary and Secondary Education Act/Every Student Succeeds Act
October 14, 2026

In an attempt to minimize the impact of the Elementary and Secondary Education Act (ESEA)/Every Student Succeeds Act (ESSA) on instructional staff, the Board and Union agree to the following provisions for the 2026-2027 ~~2025-2026~~ school year only:

1. It is the Board's intent to keep teachers 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 partner with FLDOE approved entities and/or provide, at no cost to the teacher, staff development opportunities for those teachers seeking to add Reading Endorsement, Gifted Endorsement, and/or ESOL Endorsement to their certificate in accordance with current Florida Department of Education requirements and standards, and shall give priority to those teachers identified, per state statute or FLDOE board rule, as needing those endorsements.
4. No new teachers will be hired to fill an advertised position vacancy until all current teachers identified by the District as not holding the certification, endorsement, or coverage required for their current assignment have been ~~who do not meet the ESEA/ESSA definition are provided~~ given the opportunity to apply for and be interviewed for the position,~~;~~ provided they hold either a temporary or professional certificate with appropriate coverage for the vacant position.
5. Teachers wishing to transfer under this provision will 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.

For the Board — Date: 11/4/26

For the Union — Date: 11/4/2026