

**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
THE PALM BEACH COUNTY CLASSROOM TEACHERS ASSOCIATION  
AND  
THE PALM BEACH COUNTY SCHOOL DISTRICT**

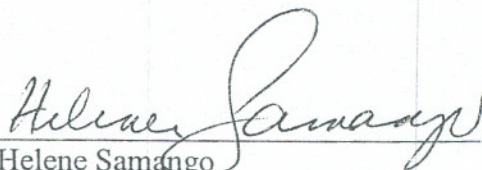
The aforementioned parties, by the signatures of their respective representatives below, agree this \_\_\_\_\_ day of \_\_\_\_\_, 2005 to the following concerning the re-fingerprinting of employees as required by Senate Bill 2986.

1. The parties recognize that the Florida Legislature enacted and the Governor signed into law Senate Bill 2986 during the 2004 Legislative Session. This law, effective July 1, 2004, requires all public education employees to be re-fingerprinted with such prints to be reviewed and maintained by the Florida Department of Law Enforcement (FDLE) with an initial review of each set of prints by the Federal Bureau of Investigation (FBI) and a follow-up review beginning in 2009 and every five years thereafter.
2. This agreement affects only employees who are required to be re-fingerprinted by the State on or after July 1, 2004 and does not apply to the initial costs of fingerprinting of applicants seeking employment with the District either before or after July 1, 2004.
3. The District will assume all initial costs of re-fingerprinting for all impacted employees of the District, i.e., the District's administrative cost, the cost of the initial fingerprint check with the FDLE, and the cost of the initial fingerprint check with the FBI.
4. Beginning in the fall of 2005 and thereafter, each affected employee will assume the annual maintenance fee charged by the FDLE and, beginning in 2009 and every five (5) years thereafter, the fee charged by the FBI. Payroll deductions will be available to the employee to make these payments when such costs are incurred.
5. This agreement does not affect applicants who are seeking employment with the District, except they will be subject to the fees set forth in paragraph 4 above in the event they become employees of the District on or after July 1, 2004.

FOR THE SCHOOL DISTRICT:

\_\_\_\_\_  
Gerald A. Williams  
Chief Officer of Administration

FOR THE ASSOCIATION:

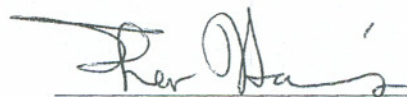
  
\_\_\_\_\_  
Helene Samango  
Executive Director

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Arthur C. Johnson, Ph.D.  
Superintendent

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Tom Lynch, Chairman  
School Board

A handwritten signature in black ink, appearing to read "Rev Harris", written over a horizontal line.

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Theo Harris  
President