

MEMORANDUM OF UNDERSTANDING

Between the St. Johns County School District And the
St. Johns Education Association
2026-2027 School Year

“New Teacher Cadre Supplement”

This memorandum is written to serve as an agreement between the St. Johns County School District and St. Johns Education Association. The intent of this memorandum is to support the implementation and sustainment of the New Teacher Cadre program within the school communities during the 2026-2027 school year. The goal of this collaboration is to support new teachers to SJCS D and the profession.

Funding and Compensation

New Teacher Cadre Building Leads are compensated via annual supplement of \$400 per school year. Supplements are paid at the end of the school year once all documentation has been submitted. Leads are selected by building administrators and are typically teacher leaders who serve in roles such as CET mentor or Team Leader capacities.

The ratio of Teacher Leader to New Teacher per school is determined in the following manner: 1 lead for 1-10 new teachers, 2 leads for 11-24 new teachers, and 3 leads for 25+ new teachers.

Roles and Responsibilities

New Teacher Cadre Leads support teachers new to the profession and/or SJCS D by coordinating meetings, providing resources, and ensuring program requirements are met.

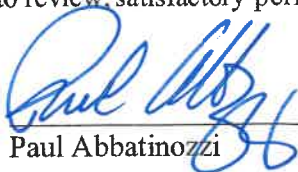
1. **Organize & Communicate** – Submit an annual meeting calendar, provide materials and guidance to new teachers, respond to monthly reminders, maintain an updated mentor/buddy list, and request support when needed.
2. **Facilitate Monthly Support** – Use provided slide decks (Mandatory Topics and Resources/Optional Lessons), track attendance, submit sign-in sheets and presentations, and work with leadership to support struggling teachers.
3. **Adapt to Needs** – Conduct meetings in formats that best serve participants; provide differentiated support based on experience.
4. **Check-In & Wrap-Up** – Participate in a midyear check-in, complete the end-of-year survey, and assist with final data collection.

By meeting these expectations, Leads help ensure new teachers receive consistent, structured support for a successful start in SJCS D.

This MOU is valid for the 2026-2027 academic year, commencing on August 5, 2026, and concluding on June 1, 2027. This is a yearly MOU and is contingent on continued funding from Title II.

Renewal for subsequent academic years will be subject to review, satisfactory performance, and continued funding availability.

 7/28/26
Jesse Biesiada Date

 7/28/26
Paul Abbatinuzzi Date