What is the DUVAL STAFFING MOU sample and how can you use it?

Developed by Duval County Public Schools and Duval Teachers United, the Duval Staffing MOU details the agreement between the two entities regarding staffing needs for the 2016 summer academic programs. The MOU includes eligibility criteria for teacher selection and hiring and a breakdown of sites and schedules for each academic program.

Why is hiring qualified teachers important?

Without a staffing MOU specific to a summer program, it may be difficult for a district to hire motivated academic teachers with grade-level content knowledge because of conflicting priorities in teacher contracts.

Based on program evaluations, RAND recommends hiring motivated academic teachers with grade-level content knowledge for summer programs, finding them to be more effective and engaging than
teachers who lack sufficient content knowledge. Teachers with strong content knowledge used appropriate
terminology, taught students relevant vocabulary, provided background information, often modeled the
activity, and corrected students as they practiced the skill. The component of instructional quality most
related to student achievement was checking for understanding, which relies on teachers having content
knowledge to identify errors in the first place and then offering alternative explanations to help clarify the
concept. Teachers who appeared unfamiliar with the lesson and unfamiliar with the content struggled to
successfully check for understanding.

Who can benefit from this resource?

- District administration
- School-based administration

Tips for developing a staffing agreement

Early in the program planning process (ideally in the fall), district/program leaders should identify summer
staffing needs as well as the hiring and selection process and timeline, program schedule, and pay rate. All
of this information will be necessary when negotiating and developing an MOU with the teacher’s union.