

Mutual Proposal
MEMORANDUM OF UNDERSTANDING
Instructional Referendum Implementation
September 16, 2025

On August 23, 2022, the voters of Pasco County approved a 4-year millage referendum to be used exclusively for the recruitment and retention of non-administrative employees via compensation improvements. The voter-approved referendum authorizes the Board to levy up to a total of 1 mil for each of the four years covered by the referendum to fund compensation improvements. Referendum funds began to be collected beginning in November of 2023, and collections are scheduled to occur through the 2026 tax year. The referendum may be renewed by the voters beyond the original term in accordance with state law in effect at the time of the renewal election. To facilitate the distribution of the proportional share of funds earmarked for instructional personnel, the Board and Union understand and agree to the following for the 2025-2026 ~~2024-2025~~ payment period outlined below.

General Provisions

1. In accordance with their statutory authority, the Board maintains the exclusive authority to set the annual millage rate associated with this millage referendum, which will in turn determine the available annual budget for the stated employee compensation improvements.
2. All compensation improvements provided through this millage referendum are non-recurring salary supplements, the amounts of which are subject to the collective bargaining process.
3. The District has established a citizens' oversight committee to monitor and report on the expenditures of the millage referendum funds. While this committee does not have authority to make decisions on behalf of the Board or the Union, they may make recommendations.
4. The initial negotiated supplement amounts will be in effect from November 1, 2025 ~~November 1, 2024~~, through October 31, 2026 ~~2025~~, or until new supplement amounts are determined, whichever occurs latest.
5. This memorandum and the annual salary supplement amounts will be renegotiated each year based on available funding from the budgeted and collected millage for the upcoming annual payment period. As such, no instructional employee shall have an expectation of receiving a specific referendum salary supplement amount after the conclusion of the annual reconciliation and payment period.
6. The non-recurring salary supplements provided to instructional employees during the 4-year referendum period will be considered a portion of an eligible instructional employee's compensation and will be part of that employee's salary for the purposes of Florida Retirement System (FRS), Social Security, Medicare, and other mandatory payroll contributions and deductions.
7. Should the millage referendum expire without renewal, instructional employees shall have no expectation of receiving referendum salary supplements once all available referendum funds have been dispersed, nor shall any expectation exist that any other non-referendum funds will be utilized to compensate for the non-renewal of the referendum salary supplements.
8. Should circumstances arise that increase the amount of referendum millage collections available during an annual payment period and/or should a surplus of funds exist at the end of an annual payment period, the Board and Union agree to include those amounts in their negotiations for the subsequent annual payment period.
9. Should circumstances arise that materially reduce the amount of referendum millage available during an annual payment period, the Board and Union agree to meet and negotiate, with all reasonable haste, changes to the annual salary supplement plan to bring salary referendum revenues and expenditures into alignment for the applicable annual payment period. Immaterial reductions at the end of an annual payment period will be adjusted in subsequent annual payments.

2025-2026 2024-2025 Instructional Referendum Salary Supplements (RSS)

1. RSS amounts for instructional personnel are outlined in the table below. The RSS amounts listed are annual amounts. For this table, Instructional years shall be the number of years of full-time teaching experience for which a teacher had a valid teaching certificate.
2. RSS amounts are based on a 196-day contract and a contracted workday of 7.5 hours (maximum of 8 hours per day). Instructional employees who are contracted for more or fewer days, or who have longer or shorter contracted workdays, shall have their individual RSS prorated accordingly.
3. Compensation provided to instructional employees for advanced degrees, supplemented activities, ESY, ESD, emergency pay, and any other additional duty activities outside of their regular contracted workday/work year will not impact or be impacted by the instructional employee's RSS amount.
4. RSS payments will be equally prorated out across each scheduled paycheck for the instructional employee's position. Should an instructional employee change positions with the District during their contracted work year, the instructional employee's bi-weekly RSS amount for that pay period will be a blended amount based on the number of days worked in each of the two jobs during the bi-weekly pay period. Should an instructional employee terminate employment during their contracted work year, RSS payments will only be made for the bi-weekly pay periods for which the instructional employee is actively employed and being paid. RSS payments will not be made on accrued leave payouts at the time of an instructional employee's separation from employment.
5. Instructional employees on unpaid leave shall have their RSS payment adjusted in the same manner as all other forms of compensation provided by the District.

Anticipation of Employee Ratification

In anticipation of employee ratification of the full 2025-2026 2024-2025 collective bargaining agreement, the Board and Union agree to submit this memorandum for Board approval and processing consistent with the dates listed above.

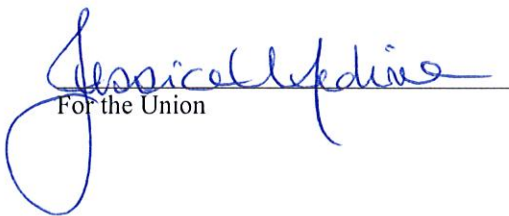
For the Board



Date

9/23/25

For the Union



Date

9/23/2025

\$ Difference
w/ Progression

Teaching Years credit		196/7.5	196/7.5
0		\$2,500	\$3,000
1		\$2,750	\$3,100
2		\$3,350	\$3,450
3		\$3,525	\$4,050
4		\$3,700	\$4,275
5		\$3,875	\$4,450
6		\$4,050	\$4,625
7		\$4,225	\$4,800
8		\$4,400	\$5,225
9		\$4,575	\$5,400
10		\$4,750	\$5,575
11		\$4,925	\$5,750
12		\$5,100	\$5,925
13		\$5,275	\$6,100
14		\$5,450	\$6,275
15		\$5,625	\$6,700
16		\$5,800	\$6,875
17		\$5,975	\$7,050
18		\$6,150	\$7,475
19		\$6,325	\$7,650
20		\$6,500	\$7,825
21		\$6,675	\$8,000
22		\$6,850	\$8,175
23		\$7,025	\$8,350
24		\$7,200	\$8,775
25		\$7,375	\$8,950
26		\$7,550	\$9,125
27		\$7,725	\$9,300
28		\$7,900	\$9,475
29		\$8,075	\$9,650
30		\$8,250	\$9,825
31		\$8,250	\$10,000
32		\$8,250	\$10,000
33		\$8,250	\$10,000
34		\$8,250	\$10,000
35		\$8,250	\$10,000
36		\$8,250	\$10,000
37		\$8,250	\$10,000
38		\$8,250	\$10,000
39		\$8,250	\$10,000
40		\$8,250	\$10,000
41		\$8,250	\$10,000
42		\$8,250	\$10,000
43		\$8,250	\$10,000
44		\$8,250	\$10,000
45		\$8,250	\$10,000
46		\$8,250	\$10,000
47		\$8,250	\$10,000

[illegible]

Critical Shortage RSS Amounts	
Teacher of ASD	\$2,000
Teacher of IND	\$2,000
Teacher of EBD	\$2,000
Teacher of DDH	\$2,000
Teacher of Vision Impaired	\$2,000
Speech Language Pathologist	\$2,000

For the Board 9/23/25
Date

For the Union 9/23/2025
Date