

**INSTRUCTIONAL RATIFICATION PACKAGE
2025-2026**

**BEST AND FINAL
INSTRUCTIONAL ECONOMICS**

The grandfathered pay plan and performance pay plan shall refer to the grandfathered salary schedule and performance salary schedule required by Florida Statute 1012.22. A teacher on an annual contract as of July 1, 2014, shall be automatically placed on the performance pay plan described in this proposal. A teacher on continuing contract or professional services contract will be placed on the grandfathered pay plan as described in this proposal as the default. These employees may opt into the performance pay plan if they affirmatively elect to do so and relinquish their continuing contract or professional services contract and agree to be employed on annual contract, as required by law. An employee who relinquishes his/her continuing contract or professional services contract may not return to the grandfathered pay plan or his/her continuing contract or professional services contract.

1. Salaries

1. Cost-of-Living Adjustment
 - a. Approximately ~~\$3,307,250~~ ~~\$5,392,255~~ \$4,220,198 (inclusive of the District's required benefit contributions) will be provided to allow for a cost-of-living adjustment of:
 - i. ~~0.925%~~ ~~1.5%~~ 1.2% for all eligible employees who earned a year of service credit for the 2024-2025 school year; and
 - ii. ~~0.925%~~ 1.05% for all eligible employees who did not earn a year of service credit for the 2024-2025 school year. This amount is sufficient to increase the new hire placement schedule by ~~\$440~~ \$500 per level/grade.
2. Grandfathered and Performance Pay Salary Schedule Increases
 - a. The following formula will be used to determine the distribution of the remaining ~~\$3,105,589~~ ~~\$5,034,859~~ \$4,096,020 (inclusive of the District's required benefit contributions) that will be made available for instructional salary increases pursuant to the performance pay plan and grandfathered pay plan.
 - i. Grandfather equals 1 salary factor, PFP Effective equals 1 salary factor and PFP Highly Effective equals 1.33 salary factors.
 - ii. The most recent available summative evaluations (those issued in the 2025-2026 school year for the 2024-2025 school year) shall be used to determine whether a teacher on the performance pay plan is Effective or Highly Effective.
 - iii. Teachers who are on the performance pay plan who a) did not earn a year of service credit for the 2024-2025 school year; or (b) received less than an Effective summative evaluation as outlined above will not be eligible for an increase in salary under the performance pay plan.
 - iv. Teachers who are on the grandfathered pay plan who a) did not earn a year of service credit for the 2024-2025 school year; or (b) received less than a Needs Improvement summative evaluation will not be eligible for an increase in salary under this section.
 - v. The cost-of-living adjustments outlined above will be combined with the Grandfathered and Performance Pay Salary Schedule Increases in this section to generate the overall salary increase percentage for instructional staff members.

Base Category	COLA Adjustment	Share GF/PFP Factor	Share GF/PFP %	Total Salary Increase
No Year of Service Credit for 24/25	0.925% 1.05%	0	0.0%	0.925% 1.05%
Grandfathered Increase	0.925% 1.5% <u>1.2%</u>	1	0.79% 1.5% <u>1.18%</u>	1.715% 3.0% <u>2.38%</u>
Pay for Performance – Effective	0.925% 1.5% <u>1.2%</u>	1	0.79% 1.5% <u>1.18%</u>	1.715% 3.0% <u>2.38%</u>
Pay for Performance – Highly Effective	0.925% 1.5% <u>1.2%</u>	1.33	1.05% 2.0% <u>1.57%</u>	1.975% 3.5% <u>2.77%</u>

3. The District will cover the cost of additional required contributions to the Florida Retirement System. For the 2025-2026 school year, the increased contribution amount is 0.4% or approximately \$1,117,652 based on existing, pre-raise payroll.
4. The District will also continue to provide a total of \$250,000 towards non-recurring, one-time supplements for teachers who meet the criteria for differentiated pay categories as defined in Florida law. Teachers will be eligible for this supplement provided that they are employed in Title One eligible or DDD/F schools or are employed and properly certified in critical shortage subject areas as defined by the District. For the 2025-2026 school year, Critical Shortage for the purposes of differentiated pay is defined as: Teacher - Autism Spectrum Disorder, Teacher - Emotionally Behaviorally Disabled, Teacher – Intellectual Disabilities, Teacher – Vision Impaired, Teacher – Deaf and Hard of Hearing (DHH), and Speech Language Pathologist. Teachers are eligible to receive a supplement meeting the criteria for Title One eligible or DDD/F but not both. Teachers who are supplemented for any of these criteria through other available grant or additional referendum salary supplements, are not eligible for an additional payment from these funds. Teachers on the performance pay plan and grandfathered pay plan are eligible for these supplements.
5. The placement schedules contained in Addendum A will be used to place instructional employees hired on or after July 1, 2025, onto the instructional salary range.
6. Following the ratification of this agreement and processing of the salary increases outlined above, all teachers will be provided documentation from HREQ that will reflect their base salary for the 2025-2026 school year.
7. Instructional employees hired after July 1, 2018, will be paid year-round on the 26-pay cycle. Those hired before July 1, 2018, will have the option of remaining on the 22-pay cycle with a lump sum payment at the end of the school year or may choose to enter the year round 26-pay cycle. When an employee moves to a 26-pay cycle, he/she will remain on the year round 26-pay cycle and may not opt back into the 22-pay cycle.
- C. Approximately ~~\$111,210~~ ~~\$180,324~~ \$144,272 shall be provided to improve Addendum B - Supplement Schedule by ~~1.85%~~ ~~3.0%~~ 2.4% as specified in this proposal.
- D. The payment and increases shown above will be provided retroactively to July 1, 2025, for current bargaining unit members employed on the date this agreement is executed. However, such payments and increases will not be provided to bargaining unit members who leave the District prior to the payroll processing of the above listed salary increases and any corresponding retroactive payments.
- E. Should the District's budgetary status improve during the 2025-2026 school year, the Board and the Union agree to meet to examine the possibility of compensation improvement.
- F. The Board and Union agree to continue to meet and work to identify strategies to address instructional salary compression concerns and other perceived salary equity issues created by the state mandated Teacher Salary Increase Categorical.

2. Additional Compensation for Teachers Providing Additional Instruction –

For the 2025-2026 school year, teachers who agree to provide an additional period of instruction beyond what is expected of other teachers at his/her school shall be paid a supplement of ~~\$6,820~~ ~~\$6,895~~ \$6,855 annually, or ~~\$3,410~~ ~~\$3,448~~ \$3,427.50 on a semester basis. Full-time teachers at Marchman Technical College employed prior to July 1, 1997, shall continue to receive this supplement. Secondary classroom teachers who are hired on or after July 1, 2020, and who sign a condition of employment to teach the equivalent of six instructional periods per day, shall be paid the supplement amount listed above.

3. Background Screening Fees

Florida Statute requires the submission of employee fingerprints to the Agency of Health Care Administration (AHCA). During the 2025-2026 and 2026-2027 school year all employees who have not completed fingerprinting through AHCA will be required to be reprinted through the AHCA platform as directed by District staff and paid for by the Board. The total estimated cost for the 2025-2026 school year is \$185,000. Once employees transition to AHCA, the Board agrees to pay the 5-year resubmission fee of \$43.37 per employee.

4. Fringe Benefits

The Board agrees to contribute \$9,442 (pending approval from the District's Insurance Committee) per eligible employee, an increase of \$742 from 2025, toward the cost of the health insurance benefit package for the 2026 insurance plan year. The

Board and Union have agreed to apply the additional \$2,605,733 of available Classroom Teacher and Other Instructional Personnel Salary Increase Allocation for the 2025-2026 school year towards the approximately \$4,136,650 required to fund the increased health insurance benefit package cost for eligible instructional staff members. In addition, the Board provides each eligible employee with a \$35,000 life insurance policy and access to Employee Assistance Program (EAP) benefits.

The Board's contribution will be used to pay those premiums associated with the fully insured benefits contained in the health insurance benefit package, to pay all claims and administrative costs incurred and associated with the self-insured benefits contained in the health insurance benefit package, and to contribute towards the insurance reserve account for the self-insured benefits contained in the health insurance benefit package.

Should there be any surplus once the District has set aside funds to pay all fully insured premiums, all self-insured incurred claims, all administrative costs associated with the health insurance benefits package, and funded the insurance reserve/surplus account to the level identified by the District Insurance Committee, then such surplus will be placed in the insurance reserve/surplus account and applied towards the insurance costs and/or reserve for the 2027 plan year. Should increases in costs for the products and services contained in the health insurance benefit package require an additional District contribution in excess of the operating dollars budgeted for the 2026 benefit year, the Board and the Union will meet to decide how to balance any such deficit.

In addition, effective January 1, 2026, the alternative "opt-out" payment program shall be discontinued.

Effective with the 2013-2014 school year, employees receiving the District's health insurance benefit package who terminate employment after working through the final day of his/her respective work calendar shall continue to receive Board contributions towards his/her health insurance benefit package through the end of August of that plan year.

ARTICLE VII – WORKING CONDITIONS

Student Discipline, Electronic Device Committee

SECTION A-T – Same

SECTION U – Student Discipline

1-3. Same

4. If, in the opinion of the teacher, and within the guidelines of the school's plan and the Code of Student Conduct, a student is disrupting regular classroom activities, the teacher may report the action to the principal. The teacher may also submit a recommended course of action consistent with the Code of Student Conduct for the principal's consideration. The teacher's recommendation shall be in writing and be within the guidelines of the school's plan and the Code of Student Conduct. The principal shall employ the teacher's recommended consequence or a more serious disciplinary action; or the principal may determine that a lesser disciplinary action is appropriate. If the principal determines that disciplinary action other than that recommended by the teacher is appropriate, the principal should consult with the teacher before taking disciplinary action. If the principal determines that the student has not violated the student code of conduct, the principal may not impose any discipline. The principal shall notify the teacher of any decision regarding discipline, or lack thereof, and interventions provided to a student to address the behavior. If the principal a lesser disciplinary action is appropriate, it is encouraged that the principal consult with the teacher prior to taking disciplinary action, unless extenuating circumstances exist. deviates in any way from the teacher's recommendation, the principal must provide the reasons for any such deviation in writing to the teacher.

Any teacher shall have the right to send a student to the office whenever the student is involved in a serious disturbance in the classroom. The teacher will notify the office immediately when this action is taken. Such notification shall include a personal verbal and/or written explanation of the disturbance. Students removed from class for a Level 3 offense as described by the Code of Student Conduct shall not be returned for the remainder of that class period or a minimum of thirty (30) minutes for schools which do not have set time periods for classes. Should this not be possible, the principal shall consult with the teacher prior to returning the student to class.

5-14. Same

SECTION V-Z – Same

SECTION AA – Electronic Device Committee

The District and Union agree that a committee should be formed each year and authorized to investigate reports of damage and/or theft/loss of District assigned electronic devices and determine staff liability.

In accordance with the staff policy regarding electronic devices, staff are financially responsible for repair costs or depreciated value due to negligence on or off campus. Should staff take district-issued devices off campus, staff are responsible for theft, loss, or accidents occurring off campus.

The Electronic Device Committee will be chaired by the District's Risk Manager with voting rights. The committee should be composed of:

1. Director of Human Resources or his/her designee.
2. Director of Employee Relations or his/her designee
3. Director of Technology and Information Services or his/her designee.
4. 3 Voting Members designated by the President of the Union.

Other individuals may be invited to these committee meetings as needed to provide clarification as requested by the Committee Chair and/or the Union President. These other individuals are not voting members.

END OF ARTICLE VII

ARTICLE VII – WORKING CONDITIONS

SECTIONS A-W - Same

SECTION X - Job Sharing

Job sharing is the employment of two (2) teachers performing the duties and responsibilities of one (1) classroom teaching position. Job sharing is not designed to be permanent part-time employment or to provide opportunity for teachers to work for another employer.

Two (2) teachers who wish to share one (1) position must first request and obtain the approval of their principal. Upon approval of the principal, the request for job sharing must be sent to the Director of Employee Relations and the president of USEP for approval. If approved, two (2) teachers may participate in the job-sharing program for the next school year. Upon approval of the principal, the two (2) teachers may request to extend job sharing ~~for additional years to a maximum of five (5) years.~~ Job sharing will be approved in one-year periods.

Reasons for a teacher requesting to job share may include the following:

- a. Child care.
- b. Medical condition of the teacher or immediate family member. Immediate family shall mean husband, wife, child, father, mother, brother, sister, or other close relative or member of his/her household.
- c. Advanced study leading toward a higher degree.
- d. College work leading toward certification in a critical shortage area.
- e. Special circumstances and/or conditions as approved by the Director of Employee Relations and the president of USEP.

Reasons for a teacher requesting to job share may include the following:

- f. Child care.
- g. Medical condition of the teacher or immediate family member. Immediate family shall mean husband, wife, child, father, mother, brother, sister, or other close relative or member of his/her household.
- h. Advanced study leading toward a higher degree.
- i. College work leading toward certification in a critical shortage area.
- j. Special circumstances and/or conditions as approved by the Director of Employee Relations and the president of USEP.

Teachers approved for job sharing must agree to the following conditions of employment:

- a. Each teacher must work four (4) hours per day. The schedule of duties and assignments shall be made by the principal. Any changes must be approved by the principal.

- b. Each teacher shall be entitled to four (4) one-half (1/2) days of sick leave as of the first day of the school year and thereafter earn one-half (1/2) day of sick leave for each month of employment for a total of five (5) days during the 196-day contract. Each teacher shall be allowed up to six (6) one-half (1/2) days of personal leave each year.
- c. Each teacher shall receive the appropriate contributions for the Florida Retirement System and social security.
- d. Each teacher's salary will be one-half (1/2) of his/her salary based upon degree and experience.
- e. For the purposes of seniority and credit on the salary schedule, assignments for each teacher will constitute more than one-half (1/2) of the school year thus entitling each teacher to one (1) year of service.
- f. One (1) teacher will receive full benefits, health and flexible benefits, as provided by the district. The other teacher will sign a waiver of such benefits.
- g. Should one (1) of the two (2) teachers job sharing have to vacate his/her position during the year due to unavoidable circumstances, the remaining teacher will assume that position. However, in cases where a replacement for the vacating job sharing teacher can be found who is approved by the principal, the Director of Employee Relations and the president of USEP, the teaching position may continue as a job sharing position.
- h. Upon return from an approved job sharing position of no more than one (1) year, a teacher shall be placed in the same instructional position held upon applying for said job sharing position if such position exists. Any teacher who is hired for the purpose of replacing a teacher who is job sharing will be notified upon employment that he/she will not be reappointed at the expiration of his/her contract.
- i. Other working conditions and benefits as stipulated in the Instructional Master Contract may not be applicable and subject to waiver based upon the needs of the students and school. Such waivers shall be agreed to by the Director of Employee Relations and the President of USEP.

SECTION Y-Z - Same

END OF ARTICLE VII

Article X, Section I Employee Assistance Program

ARTICLE X – SALARY AND TEACHER WELFARE

SECTION A-H - Same

SECTION I – Employee Assistance Program (EAP)

An Employee Assistance Program (EAP) will be provided for the purpose of offering employees, upon their request, short-term counseling and/or assistance with referrals for appropriate services. The program will also promote programs for wellness, nutrition, exercise, and stress reduction.

Participation or nonparticipation in the EAP shall be voluntary and shall not be a factor in any adverse employment action by the ~~District Board~~. All personally identifiable information relating to an employee as a result of an employee's participation in the EAP shall be held in the strictest confidence by the director and staff of the EAP and such shall not be made a part of or otherwise noted in the employee's personnel file.

~~The Insurance Committee cited in Article X, Section B(1)(b) shall evaluate and recommend the services provided which shall include, but not be limited to, the services provided, the cost and funding source, availability, accessibility, utilization, and its effectiveness toward meeting the needs of the employees. The committee shall meet periodically during the school year and by May 1 of each year shall make recommendations to the Board and USEP for the purpose of further negotiating the improvement and/or revision of the program. The EAP Committee will function as a subcommittee of the current Insurance Committee. The Board and USEP will mutually agree to appoint members to the EAP subcommittee who are not current members of the Insurance Committee. The EAP Committee shall consist of an equal number of members selected by the Board and USEP.~~

The USEP President maintains the right to review and approve any EAP materials and attend any meetings intended for the promotion of the EAP to bargaining unit members.

SECTION J – Same

END OF ARTICLE X

ARTICLE X - SALARY AND TEACHER WELFARE

SECTION A - Salary Schedule and Remunerations

1. Same
2. The placement schedule contained in Addendum A will be used to establish the starting salary for teachers hired on or after July 1, 2025.
- 3-8. Same

SECTION B - Fringe Benefits

1. Health Insurance

- a. The Board agrees to contribute \$9,442 ~~\$8,700~~ per eligible employee toward the cost of the benefits package for the 2025 ~~2024~~ insurance plan year.
 - i. ~~An alternative Health Opt Out Program shall be provided to bargaining unit members who declare that they have health coverage through another provider and who do not choose one of the Board approved health plans. The amount paid to opt out program participants will be \$1200.00 per year.~~
 - ii. ~~Instructional Retiree Health Opt Out Program: Effective January 1, 2004, the Board implemented a Retiree Health Opt Out Program for those retirees who are eligible for district paid group health insurance in accordance with Article X, Section F 1 of the Instructional Master Contract and who are enrolled in a comparable major medical health insurance plan through another carrier.~~
 - a) ~~When a retiree enrolls in the Retiree Health Opt Out Program, the Board will pay the retiree the amount being paid to active employees who are participating in the opt out program. Such amount is subject to federal income tax. An annual payment for the number of months the retiree participates in the Retiree Health Opt Out Program will be issued in a lump sum in December of the plan year or upon termination of eligibility, whichever occurs first. A participant in the Retiree Health Opt Out Program will not be required to contribute to the board his/her FRS Health Insurance Subsidy.~~
 - b) ~~A participant in the Retiree Health Opt Out Program may reenroll in the district paid group health insurance plan only if he/she is no longer covered by another major medical health insurance plan. Within thirty (30) calendar days following the date of cancellation/termination of the other major medical health insurance plan, the retiree wishing to reenroll in district paid group health insurance plan must submit to the district's department of Employee Benefits, Assistance, and Risk Management (EBARM) a written request to reenroll, completed application forms, and a letter from the previous major medical carrier or employer stating date of cancellation/termination of coverage. The letter must be on letterhead from the major medical carrier or employer, include the cancellation/termination date of coverage, and signature of the benefit administrator of the major medical carrier or employer. The effective date of coverage of the district paid group health insurance coverage will be the first day of the month following the submission of the written request, application, and related documents. The district does not guarantee continuous health coverage.~~
 - c) ~~A retiree who fails to reenroll in the district paid group health insurance plan in accordance with the timelines set forth in the above paragraph will remain in the Retiree Health Opt Out Program until Medicare eligible or may elect to reenroll in the Board's retiree healthcare plan during the next regularly scheduled open enrollment for benefits to be effective January 1 of the following calendar year.~~

2. Retirement - Same

SECTION C – Payroll Deduction for Additional Benefits - Same

SECTION D – Early Retirement Monthly Benefit - Same

SECTION E – Deferred Retirement Option Program (DROP) - Same

SECTION F – Retiree Healthcare Premium – Same

SECTION G – Meritorious Attendance Incentive Pay – Same

SECTION H – Group Medical Benefits Recovery Incentive Program (Indemnity – PPO and HMO Programs) – Same

SECTION I – Employee Assistance Program (EAP) – Same

SECTION J - School Choice Preference Employee Request - Same

END OF ARTICLE X

ARTICLE XIII - DURATION

1. This Agreement shall remain in full force and effect until midnight, ~~June 30, 2028~~ ~~June 30, 2027~~, and shall be renewed automatically from year to year thereafter unless written notice to modify or amend is given by either party at least ninety (90) days before the aforementioned expiration date. In the event such notice is given, negotiations shall commence within a reasonable time after notification.
2. During any reopening of negotiations for changes to take effect during the term of the Agreement, the existing provisions of the Agreement shall remain in full force and effect until modified sections are executed.
3. This agreement may be reopened upon request of either party if any item is affected by legislature or by mutual consent of both parties.
4. This Agreement may be reopened for the ~~2026-2027 and 2027-2028~~ ~~2025-2026 and 2026-2027~~ school years and each subsequent school year on Article X, Addendum A, salaries, items affected by legislation, mutual consent of both parties, and all currently established Memorandums of Understanding. The Union and the Board may each select a total of three (3) additional items to reopen for negotiations.
5. The agreements contained herein constitute the full and complete Agreement between the Union and the Board and shall not be changed, altered, modified, or amended by either party except as provided in paragraphs 2 and 3 above.

Letter of Agreement

Closing of Calusa Elementary, Chasco Elementary and Chasco Middle School

Reopening of Chasco K-8

On or around June 4, 2025, the District will close Calusa Elementary, Chasco Elementary and Chasco Middle Schools. The three schools will be combined and reopened as a K8 school on the current Chasco school complex in the fall of 2025. The K8 model is a research based model that Pasco County Schools already utilizes and that has led to both academic successes and system efficiencies.

Staffing Instructional Positions for 2025-2026:

Teachers currently employed for the 2024-2025 school year at these three schools will staff the K8 school when it opens in August of 2025. Absent significant changes to student enrollment or the realignment of the District's special programs, the District anticipates having allocations at the K8 for the instructional staff at the three schools. Any teacher that does not want to be reassigned to the K8 for 2025-2026 will be free to seek a position elsewhere.

Staffing for Non-Instructional Positions for 2025-2026:

The District does not anticipate having enough allocations for all SRP staff currently working at the three schools. Therefore, the District will create a pool of candidates from staff working at the three schools for the 2024-2025 school year and will fill positions using the provisions of Article VII, Sections D & E – Layoff and Recall.

Monitoring:

In order to support the success of this new school, the Board and Union agree to meet during the 2025-2026 school year to resolve any concerns arising from the implementation of this agreement. This agreement is unique to these three schools and does not, in any way, constitute a precedent-setting event in future situations.

Letter of Agreement

Closing of Gulfside Elementary and Paul R. Smith Middle School Reopening of Paul R. Smith K8

On or around June 2, 2026, the District will close Gulfside Elementary and Paul R. Smith Middle Schools. The two schools will be combined and reopened as a K8 school on the current Paul R. Smith Middle School site to begin the 2026-2027 school year. The K8 model is a research-based model that Pasco County Schools already utilizes and that has led to both academic successes and system efficiencies.

Staffing Instructional Positions for 2026-2027:

Teachers currently employed at these two schools at the end of the 2025-2026 school year will staff the K8 school when it opens in August of 2026. Absent significant changes to student enrollment or the realignment of the District's special programs, the District anticipates having allocations at the K8 for all instructional staff for both schools. Should there not be enough allocations, the District will create a pool of candidates from staff working at the two schools for the 2025-2026 school year and will fill positions using the provisions of Article VII Section F-Involuntary Transfers. By employment contract, any instructional staff member on a temporary service contract will be required to re-apply for any open positions for the 2026-2027 school year. Any teacher that does not want to be reassigned to the K8 for 2026-2027 will be free to seek a position elsewhere.

Staffing for SRP Positions for 2026-2027:

The District does not anticipate having enough allocations for all SRP staff currently working at both schools. Therefore, the District will create a pool of candidates from staff working at the two schools for the 2025-2026 school year and will fill positions using the provisions of Article VII, Sections D & E- Layoff and Recall. Monitoring: In order to support the success of this new school, the Board and Union agree to meet during the 2026-2027 school year to resolve any concerns arising from the implementation of this agreement. This agreement is unique to these two schools and does not, in any way, constitute a precedent setting event in future situations.

ADDENDUM A - INSTRUCTIONAL SALARIES

Rules Governing Instructional Salaries

1. Instructional Salaries

- a. Instructional Pay Plans - All teachers shall be paid according to the applicable performance pay or grandfathered pay plans, established by the economic proposal of this agreement and the rules governing its application. Both plans utilize the Instructional Salary Range, which consists of a minimum and maximum base salary. The attached placement schedule will be used to establish the starting salary for teachers hired on or after July 1, 2024.
- b. Extended School Year Program Schedule / Summer School Schedule - Teachers employed for the Extended School Year Program Summer School will be paid at their regular base hourly rate, exclusive of all supplements except those provided for advanced degrees, as determined by their placement within the instructional salary range in the Instructional Master Contract in effect for the preceding school year.
- c. Part-Time Adult Education - Teachers regularly employed as full-time teachers in the district shall be paid their regular hourly rate as provided by subsection nine (9) of this section, exclusive of supplements, for a part-time adult education instructional assignment which is F.T.E. supported. This rate will not be applicable to fee supported courses.
- d. Part-Time Homebound Instruction - Teachers regularly employed as full-time teachers in the district shall be paid their regular hourly rate as provided by subsection nine (9) of this section, exclusive of all supplements except those provided for advanced degrees, for a part-time homebound instructional assignment.
- e. After-Hour Required ESE Activities - Teachers who attend any required ESE activities after regular work hours related to IEP development and/or ESE Matrix Computation shall be paid at their regular hourly rate, exclusive of all supplements except those provided for advanced degrees. Such time must be pre-approved by the school principal.

- f. After-Hour Staff Development Activities - If payment is provided, teachers who participate in after-hour training will be paid at the rate of \$25.00 per hour pursuant to Addendum A-1.
- g. After-Hour Instructional Programs - Effective June 6, 2002, a teacher employed in any after-hour program for the purpose of instructing students, will be compensated at his/her regular rate of pay, exclusive of all supplements except those provided for advanced degrees. In the event funds provided for an after-hour instructional program couldn't support the regular hourly rate, the Board will notify the Union and discuss the salary exceptions.
- h. Noncertificated - Noncertificated bargaining unit members shall be paid according to the performance pay or grandfathered pay plan and the rules governing its application.
- i. After-Hour Project Work – Teachers regularly employed as full-time teachers in the district shall be paid for voluntary after-hours project work, as mutually agreed in advance by the teacher and the district, as provided in Addendum A-1.
- j. School Psychologist - School psychologists shall be paid according to the school psychologist placement schedule and salary range.

2. Differentiated Pay

The Board's salary schedules for instructional personnel allow for and provide differentiated pay as required in the Florida Statute 1012.22.

Differentiated pay is provided as listed below:

Supplements for Title I eligible or DDD/F schools as provided in the economic proposal;

Supplements for Critical shortage area as provided in the economic proposal;

Supplements for advanced degrees;

Academic Supplements listed in Addendum B;

Athletic Supplements listed in Addendum B;

Supplements to instructional positions identified in Addendum C;

Compensation for additional teaching assignment beyond the regular teaching assignment as listed in Addendum A (These additional teaching assignments include Part-Time Adult Education, Part-Time Homebound Instruction, After-Hour ESE Activities, After-Hour Instructional Programs, and After-Hour Project Work) Extended School Year Assignments; Additional compensation for teachers working at a school covered by Memorandum of Understanding specific to it in individual circumstance, i.e.

3. Teaching/Related Creditable Work Experience

Pay for newly employed teachers shall be determined according to the instructional placement schedule as follows:

- a. Effective July 1, 2022, all teachers shall be given year-for-year experience on the District's New Hire Placement Schedule for each year of full-time teaching service for which the teacher held a valid teaching certificate and received a satisfactory evaluation.
- b. Effective July 1, 2022, all teachers holding professional licensure required for his/her position with the District shall be given year-for-year experience on the District's New Hire Placement Schedule for each year of full-time experience where such licensure was required and work related to his/her position with the District was performed.
- c. Any teacher employed in Pasco County whose teaching was interrupted due to active military service shall be granted experience for a maximum of four (4) years as if he/she had been teaching within the District.
- d. A Teacher-Headstart-Noncertified or Teacher-Prekindergarten-Noncertified shall be granted one (1) year for every two (2) years of experience to a maximum of seven (7) years credit when he/she earns a bachelor's degree and is eligible to receive a state teaching certificate. Such experience must be earned while serving in such capacity and within the district.

e. In no event shall any experience credited to any teacher currently employed be diminished by the provisions of the above paragraphs.

f. To receive experience credit, a teacher must submit evidence of such experience, according to the procedures established by the Office for Human Resources and Educator Quality. The time-period to submit such documentation shall not be less than ninety (90) days from the date of hire.

4. Advanced Degree/18 Hour Credit

Instructional personnel who wish to receive additional compensation for an advanced degree or eighteen (18) semester hours successfully completed after the conferral date of a Bachelor's or Master's degree, must submit to the Office for Human Resources and Educator Quality according to procedures established by the department:

- one (1) set of official transcripts,
- the appropriate form,
- and in the case of a Specialist of Education degree, verification of being awarded the Specialist of Education degree and/or unconditional admission to candidacy for the Doctorate degree.

A representative from the Office for Human Resources and Educator Quality will acknowledge receipt of the form and transcripts to the applying employee.

Instructional personnel will receive the appropriate salary supplement once the advanced degree or additional semester hours and applicable certification are verified. The supplement for advanced degrees shall be retroactive to the first pay period following the date of eligibility according to the requirements listed below, or the beginning of the school year in which the supporting documentation is submitted, whichever is later, and an adjustment will be made in subsequent paychecks.

Instructional personnel who successfully complete eighteen (18) hours of credit after the conferral date of their bachelor's or master's degree will receive a salary supplement retroactive to the first pay period following the term during which the last course which establishes eligibility is completed, or the beginning of the school year in which the supporting documentation is submitted, whichever is later.

Credit hours under this agreement refer to semester hours. Quarter hours will be equated to semester hours by making a quarter hour equal to two-thirds (2/3) of a semester hour.

It is understood that it is the responsibility of the employee to initiate the above action. A representative from the Office for Human Resources and Educator Quality will acknowledge receipt of the form and transcripts to the applying employee.

Retroactive action applies during the school year in which the form is submitted. For this purpose, a form accompanied with transcripts must be submitted to the Office for Human Resources and Educator Quality no later than June 30. In case of extenuating circumstances, the June 30 deadline may be extended at the discretion of the Superintendent or his/her designee.

Advanced degree supplements will be paid at the following rates, which are based upon a 196 day school year:

- a) Bachelors +18 - \$800 total
- b) Masters Degree - \$2,700 total
- c) Masters + 18 - \$3,400 total
- d) Education Specialist - \$4,400 total
- e) Doctoral Degree - \$5,400 total

5. Full Year of Experience

A teacher under employment for one day more than one half the number of days of any given school year that contains at least 196 days shall receive a full year of experience credit in determining the teacher's pay, including initial placement on the

instructional salary range and eligibility for pay increases. Any adult education teacher who works a total of 750 hours or more during a school term (July 1 - June 30) will be granted one (1) year of experience for pay purposes.

6. Pay Dates

For the 2025-2026 2024-2025 school year, all instructional employees shall be paid in twenty-six (26) twenty-seven (27). All 196-day instructional employees hired after July 1, 2018, and those hired prior July 1, 2018, who chose to move to the 26-pay 27-pay cycle will be paid their first paycheck on August 29, 2025 2024, their second paycheck on August 30, 2024, with the rest at two (2) week intervals year-round.

For the instructional employees with balloon pay, those on a 196-day contract shall receive their first paycheck on August 29, 2025 23, 2024, their second paycheck on August 30, 2024, subsequent paychecks will be issued at two (2) week intervals thereafter, five (5) and four (4) paychecks on June 5, 2026 6, 2025, and a final paycheck on June 18, 2026 June 20, 2025, less any unpaid leave time from the final pay period.

Instructional employees who work 206 days shall receive their first paycheck on August 29, 2025 23, 2024, their second paycheck on August 30, 2024, subsequent paychecks will be issued at two (2) week intervals, and will receive four (4) paychecks on July 3, 2026 June 20, 2025.

7. Termination Pay Dates

A teacher who terminates his/her employment during the school year shall receive all pay owed him/her within twenty (20) days of the termination date except that as stipulated in Article X, Section G 1g) of this Agreement.

8. Daily Rate Calculation

A teacher's daily rate of pay shall be determined by the following formula: (total salary for days contracted as determined by placement on the instructional salary range/total days contracted) + (required and advanced degree supplements/days contracted).

A required supplement is that which is attached to a regular full-time teaching position requiring an eight (8) hour workday. All other supplements are excluded from the above formula. Any other supplement which a teacher receives is excluded from the above calculation.

9. Hourly Rate Calculation

When it is necessary that a teacher be paid his/her hourly rate, such rate will be calculated using the following formula (total salary as determined by placement on the instructional salary range, exclusive of all supplements except as otherwise noted, divided by the number of contracted days, divided by number of contracted hours.) A typical teacher contract is for 196 days, 7.5 hours per day.

10. Marchman 1.2 Salary Rate

Instructors employed at Marchman Technical Education Center prior to July 1, 1997, will continue to receive compensation at the rate of 1.2 as long as their current teaching assignment remains the same.

11. East Pasco Education Academy and West Pasco Education Academy

Instructors at East Pasco Education Academy and West Pasco Education Academy who work an eight (8) hour day will be paid their regular hourly rate as provided by subsection nine (9) of this section and be compensated for the additional one-half (1/2) hour. Instructional employees at these worksites who serve in 8-hour supplemented positions shall be compensated at their hourly rate for the additional one-half (1/2) hour instead of receiving the required supplement(s) listed in Addendums B and C.

12. Teachers Providing an Additional Period of Instruction

Teachers who agree to provide an additional period of instruction beyond what is expected of other teachers at his/her school shall be paid a supplement of \$6,855 \$6,695 annually, or \$3,427.50 \$3,347.50 on a semester basis. Effective July 1, 2014, full time teachers employed at Marchman not covered by item 10 above will also be compensated this amount.

Salary Range (196 Days/7.5 Hrs)	Min*	Max
	\$51,000.00	\$81,000.00

The "Total Salary" listed below represents the Base Salary + Salary Referendum Supplement. Amounts will be adjusted to reflect employee's contracted work schedule.

New Hire Placement Schedule						
Years	Total Salary (New Salary Referendum Rate Effective 11/1/25) 196 Days 7.5 Hrs	Base salary 196 Days 7.5 Hrs	Salary Referendum Supplement (New Rate Effective 11/1/25) 196 Days 7.5 Hrs	Total Salary (New Salary Referendum Rate Effective 11/1/25) 230 Days 7.5 Hrs	Total Salary (New Salary Referendum Rate Effective 11/1/25) 245 Days 7.5 Hrs	Total Salary (New Salary Referendum Rate Effective 11/1/25) 196 Days 8 Hrs
0	\$51,000.00	\$48,000.00	\$3,000.00	\$59,846.94	\$63,750.00	\$54,400.00
1	\$51,100.00	\$48,000.00	\$3,100.00	\$59,964.29	\$63,875.00	\$54,506.67
2	\$51,450.00	\$48,000.00	\$3,450.00	\$60,375.00	\$64,312.50	\$54,880.00
3	\$52,050.00	\$48,000.00	\$4,050.00	\$61,079.08	\$65,062.50	\$55,520.00
4	\$52,275.00	\$48,000.00	\$4,275.00	\$61,343.11	\$65,343.75	\$55,760.00
5	\$52,450.00	\$48,000.00	\$4,450.00	\$61,548.47	\$65,562.50	\$55,946.67
6	\$52,625.00	\$48,000.00	\$4,625.00	\$61,753.83	\$65,781.25	\$56,133.33
7	\$52,800.00	\$48,000.00	\$4,800.00	\$61,959.18	\$66,000.00	\$56,320.00
8	\$53,225.00	\$48,000.00	\$5,225.00	\$62,457.91	\$66,531.25	\$56,773.33
9	\$53,400.00	\$48,000.00	\$5,400.00	\$62,663.27	\$66,750.00	\$56,960.00
10	\$53,575.00	\$48,000.00	\$5,575.00	\$62,868.62	\$66,968.75	\$57,146.67
11	\$53,750.00	\$48,000.00	\$5,750.00	\$63,073.98	\$67,187.50	\$57,333.33
12	\$53,925.00	\$48,000.00	\$5,925.00	\$63,279.34	\$67,406.25	\$57,520.00
13	\$54,100.00	\$48,000.00	\$6,100.00	\$63,484.69	\$67,625.00	\$57,706.67
14	\$54,275.00	\$48,000.00	\$6,275.00	\$63,690.05	\$67,843.75	\$57,893.33
15	\$54,700.00	\$48,000.00	\$6,700.00	\$64,188.78	\$68,375.00	\$58,346.67
16	\$54,785.00	\$48,000.00	\$6,785.00	\$64,288.52	\$68,481.25	\$58,437.33
17	\$55,050.00	\$48,000.00	\$7,050.00	\$64,599.49	\$68,812.50	\$58,720.00
18	\$56,250.00	\$48,775.00	\$7,475.00	\$66,007.65	\$70,312.50	\$60,000.00

19	\$57,255.00	\$49,605.00	\$7,650.00	\$67,186.99	\$71,568.75	\$61,072.00
20	\$58,245.00	\$50,420.00	\$7,825.00	\$68,348.72	\$72,806.25	\$62,128.00
21	\$58,970.00	\$50,970.00	\$8,000.00	\$69,199.49	\$73,712.50	\$62,901.33
22	\$60,245.00	\$52,070.00	\$8,175.00	\$70,695.66	\$75,306.25	\$64,261.33
23	\$61,280.00	\$52,930.00	\$8,350.00	\$71,910.20	\$76,600.00	\$65,365.33
24	\$62,585.00	\$53,810.00	\$8,775.00	\$73,441.58	\$78,231.25	\$66,757.33
25	\$63,630.00	\$54,680.00	\$8,950.00	\$74,667.86	\$79,537.50	\$67,872.00

Supplements for Advanced Degrees¹

Degree	196 Days 7.5 Hrs	196 Days 8.0 Hrs	216 Days 7.5 Hrs	230 Days 7.5 Hrs	245 Days 7.5 Hrs
Bachelors + 18:	\$800.00	\$853.33	\$881.63	\$938.78	\$1,000.00
Masters:	\$2,700.00	\$2,880.00	\$2,975.51	\$3,168.37	\$3,375.00
Masters + 18:	\$3,400.00	\$3,626.67	\$3,746.94	\$3,989.80	\$4,250.00
Ed Specialist:	\$4,400.00	\$4,693.33	\$4,848.98	\$5,163.27	\$5,500.00
Doctorate:	\$5,400.00	\$5,760.00	\$5,951.02	\$6,336.73	\$6,750.00

¹A salary supplement will be paid for advanced degrees. In order to receive credit for an advanced degree, employees must provide an official transcript of record showing the award of the earned degree to the Office for Human Resources and Educator Quality.

ADDENDUM A-1

Student supervision (voluntary, non-instructional time outside of contract hours)	\$15.00 per hour
Attending focus or user groups	\$15.00 per hour
Training participation	\$25.00 per hour
Attend vendor demonstrations	\$15.00 per hour
Training delivery and facilitation (includes development)	Instructors shall receive one and one-half (1 ½) times their regular hourly rates of pay. Training provided during the workday will result in being paid an additional ½ of the hourly wage, exclusive of all supplements except those provided for advanced degrees.
Training development (no facilitation)	\$18.00 per hour
Evaluations of students (outside of contract days)	Hourly rate, exclusive of all supplements except those provided for advanced degrees.

IEPs (outside of contract days)	Hourly rate, exclusive of all supplements except those provided for advanced degrees
Screenings of students (outside of contracted days)	Hourly rate, exclusive of all supplements except those provided for advanced degrees
Servicing Equipment (Job-related, outside of contracted days)	Hourly rate, exclusive of all supplements except those provided for advanced degrees
Staffing of ESE students (outside of contracted days)	Hourly rate, exclusive of all supplements except those provided for advanced degrees
ESE Testing (outside of contracted days)	Hourly rate, exclusive of all supplements except those provided for advanced degrees
Bid evaluations	\$18.00 per hour
Curriculum development	\$18.00 per hour (requires District approval)
Manual revisions	\$18.00 per hour
Procedure development	\$18.00 per hour
Program development	\$18.00 per hour
Test blueprints	\$18.00 per hour
Test development	\$18.00 per hour
Test review	\$18.00 per hour
Item writing	\$25.00 per approved item
Item review	\$5.00 per item
Work performed during a declared emergency	One and one half (1.5) times their hourly rate in addition to any regular pay, if any, provided to all District employees during the declared emergency.

END OF ADDENDUM A-1

ADDENDUM B - SUPPLEMENT SCHEDULE

- Any teacher assigned to a supplemented position shall receive full supplemental pay for each supplemented position to which he/she is assigned. To provide teachers an opportunity to apply for vacant supplemented positions shown in this addendum as Department/Grade Level Chairperson/Team Coordinator/PLC Facilitator, principals will post such positions at the respective school when they become available, and interested teachers may submit their names. These positions normally include department heads, grade chairpersons, team coordinators, learning community leaders, team leaders, etc.
- Supplementary pay shall be prorated over the period of time during which the activity or responsibility is scheduled to be performed unless otherwise stipulated.
- Class and/or club sponsors will not be held responsible for clerical tasks related to sponsorship(s) with the exception of voluntary activities such as car washes and bake sales.
- When assigning supplemented coaching positions, teachers within the bargaining unit or those newly hired teachers who will be in the bargaining unit who have the training or experience necessary to coach a specific sport shall be given priority over all other applicants for that specific sport.

5. Whenever a vacancy in a supplemented coaching position occurs, the Board shall publicize the vacancy to the Union and provide for appropriate posting in the schools. Each coaching vacancy advertisement shall specify the time of day that the applicant must be available in order to coach the sport.

6. Teacher Mentor Program

The Teacher Mentor Program will provide support services to all new teachers to the district. The program shall have “Basic Teacher Mentors” who serve all instructional staff other than ESE teachers and “ESE Teacher Mentors” who serve all ESE teachers. Teacher Mentors will be required to have completed Clinical Education. In addition to serving new ESE teachers to the district, the ESE Teacher Mentors shall serve the following:

- a. Teachers who are teaching ESE for the first time and who have previously taught in another program in the district;
- b. ESE teachers who are out-of-field for the first two (2) years; and,
- c. Long-Term Substitute Teachers who are assigned ESE positions.

ESE teachers, who are not new ESE teachers to the district, will be served only if the district receives sufficient grant funding to support the service. For the purpose of contract clarity, “Basic Teacher Mentor” and “ESE Teacher Mentor” will be referred to as Teacher Mentor. No Basic Teacher Mentor shall be assigned more than two (2) beginning teachers and no ESE Teacher Mentor shall be assigned more than four (4) eligible ESE teachers. The second, third, and fourth mentor teacher assignments must be by mutual agreement between the Teacher Mentor, the teacher served, and the administration.

The responsibility of the Teacher Mentor will be construed to begin on the first date of employment for the teacher being served.

Payment

Each school year the Teacher Mentor will receive the amount specified in the Academic Supplement Schedule for each teacher assigned. The Teacher Mentor Program supplement will be prorated over the time period during which the responsibility is scheduled, not to exceed more than 196 days in any one school year, and paid at the end of the semester. In a case where a teacher being served resigns before completing the program, the Teacher Mentor supplement will be terminated effective the last day of employment for the teacher being served.

7. Career and Technical Student Organizations (CTSOs) – High School and Middle School

Job Preparatory Career Training will receive an annual supplement for sponsoring co-curricular organizations providing:

- a. An active CTSO is established that is identified in the curriculum frameworks for the content areas (active is defined as meeting at least monthly after school hours).
- b. The CTSO meets minimum requirements for membership numbers as established by the district and/or state organization, if applicable.
- c. Documentation is provided for student participation in applicable district, regional, state, and/or national competitions.
- d. Documentation is provided for participation in student leadership development workshops/activities.
- e. Sponsors are expected to attend all competitions.

Agriculture teacher supplements already specify CTSO participation so they will not receive an additional supplement. If minimum numbers of students do not join the CTSOs, it is understood that the CTSO requirement in the curriculum frameworks cannot be met.

ADDENDUM C

INSTRUCTIONAL BARGAINING UNIT – DESCRIPTION

~~Academic Tutor~~

Academic Advisor

Assessment Coordinator

Audiologist/Itin. Teacher of the Deaf/Hard of Hearing

Behavior Specialist
Career Specialist
Certified School Counselor
Compliance Resource Teacher
Cyesis Registered Nurse Instructor
Early Childhood Programs Coach
Early Childhood Programs Interventionist
ECP Health Specialist
Gifted Resource Teacher
Graduation Enhancement Coordinator
Graduation Enhancement Intervention Counselor
Graduation Enhancement Resource Teacher
Graduation Enhancement Teacher
Grant Resource Teacher (Grant Funded)
Grant Resource Teacher for Transition
Homebound Teacher
Instructional Technology Specialist
Instructional Trainer/Coach
Instructional Trainer/Coach: Humanities or STEM
Intervention Specialist
Job Placement/Transition Specialist
Learning Design Coach
Library Media Instructor
Migrant Advocate
Orientation Mobility Specialist
Parent Involvement Educator
Pasco FDLRS Child Find Resource Teacher
Pre-School Resource Teacher - ESE
Reading Interventionist
Resource Teacher
Registered School Nurse
School Psychologist
School Social Worker
School to Career/Tech Prep Articulation Coordinator
Secondary Fine Arts Resource Teacher
Special Populations Coordinator
Special Programs/Magnet Coordinator
Speech Language Pathologist
Speech Language Pathology Assistant
Student Support Specialist
Teacher - Adaptive Physical Education
Teacher - Autism Spectrum Disorders
Teacher - Basic Education - Academic Program
Teacher - Basic Education - Summer Academic Program
Teacher - Career and Technical Education
Teacher - Deaf/Hard of Hearing
Teacher - Emotionally Behaviorally Disabled
Teacher - Gifted
Teacher - Intellectual Disabilities
Teacher - Physically Impaired
Teacher - Prekindergarten (Certified)
Teacher - Prekindergarten ESE

Teacher - Science/Environmental Education

Teacher - STEM/STEAM

Teacher - Varying Exceptionalities

Teacher - Virtual School

Teacher - Visually Impaired

Work Evaluator

END OF ADDENDUM C

MEMORANDUM OF UNDERSTANDING

Additional Compensation for Teachers Covering Absent Teachers

In recognition of the local, state, and national teacher shortage, and to compensate teachers who are willing to assist in providing coverage for absent classroom teachers, the Board and Union agree to the following for the 2025-2026 2024-2025 school year only:

1. Secondary instructional staff who voluntarily substitute for an absent teacher during their planning period shall be provided \$25 per day for such coverage during the 2025-2026 2024-2025 school year. Teachers will be limited to one such payment per student day.
2. Secondary classroom teachers who volunteer to cover for an absent teacher through the distribution of that teacher's students shall be provided 30 minutes of compensatory time for each half day, or portion thereof, coverage provided. The Board and Union agree that classes will be distributed only in emergency situations.
 - a. Compensatory time should only be utilized during non-student contact time and must be approved in advance by the principal.
 - b. Compensatory time must be used within the school year it is earned and cannot be carried forward from one school year to the next. In addition, compensatory time earned under this plan has no terminal value should a teacher's employment be separated mid-year.
 - c. Site-based administration shall be responsible for tracking the accumulation and use of compensatory time through this process.
3. Elementary instructional staff who volunteer to cover for an absent teacher through the distribution of that teacher's students shall be provided \$25 per each whole day for such coverage during the 2025-2026 2024-2025 school year.

Nothing contained in this process prevents individual schools from providing additional recognition to teachers who agree to provide coverage for absent teachers beyond the terms of this process. The Board and Union agree to review the data surrounding the usage of these provisions and evaluate their efficacy in helping to cover for teacher absences and vacancies. The parties agree that these provisions are designed to serve in tandem with securing normal substitute coverage. School administrators retain the right to secure a traditional substitute for any teacher absence.

MEMORANDUM OF UNDERSTANDING

Dual Enrollment

Dual enrollment allows eligible students to have the opportunity to earn college or technical credit at local colleges. A dual enrollment student is simultaneously enrolled in both high school and college or specific technical credit courses taught by non-Pasco County Schools institutions with which Pasco County Schools has a School Board approved Dual Enrollment Agreement. These courses are counted toward high school graduation. In an effort to increase dual enrollment opportunities for students on our high school campuses, the District and Union agree to the following for the 2025-2026 2024-2025 school year only:

Credentialed dual enrollment teachers who teach a dual enrollment course on a Pasco County high school campus will receive a supplement of \$25 per student per semester where a student completes a dual enrollment course with a grade of "C" or higher. All supplements paid under this MOU shall be in addition to any regular wage, supplement or bonus the teacher receives, and shall be prorated and paid in the same manner as any other supplements for the period of time in which the teacher serves as the teacher of record for the Dual Enrollment class. Supplements will be scheduled for payment in December of the following school year, and a teacher does not need to be employed by the District at the time the payment is made.

MEMORANDUM OF UNDERSTANDING

Elementary and Secondary Education Act/Every Student Succeeds Act

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 2025-2026 ~~2024-2025~~ 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 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 who do not meet the ESEA/ESSA definition are provided the opportunity to apply for and be interviewed for the position; provided they hold either a temporary or professional certificate with appropriate coverage.
- 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.

MEMORANDUM OF UNDERSTANDING

Extended School Year Program

The following parameters will govern the working conditions of employees who work in a summer Extended School Year program.

PROGRAM DATES and WORK SCHEDULE:

Elementary Sessions 7:15 am - 2:15pm (6 hours students/7 hours teachers with a 30 minute duty free lunch)

Secondary Sessions 9:00 am - 4:00 pm (6 hour students/7 hours teachers with a 30 minute duty free lunch)

Alternative Education Centers 7:15 am - 2:15 pm (6 hour students/7 hours teachers with a 30 minute duty free lunch)

- **3rd grade Summer Reading Camp: ~~June 10th—June 27th~~ June 9th – June 26th**
 - Teacher PD & Planning: ~~Wednesday, June 5th and Thursday, 6th~~ Thursday, June 5th and Friday June, 6th, 2025
 - Program dates: ~~June 10-13, June 17-20, June 24-27~~ June 9-12, June 16-19, June 23-26
- **Power Up Primary: ~~June 5th—July 13th~~ ~~June 10th—June 27th~~**
 - Teacher PD and Planning: ~~Thursday Wednesday, June 1st 5th and Friday Thursday, June 2nd 6th~~
 - Program dates: ~~6/5, 6/6, 6/7 6/8, 6/12, 6/13, 6/14, 6/15, 6/19, 6/20, 6/21, 6/22, 6/26, 6/27, 6/28, 6/29, 7/5, 7/6, 7/7, 7/10, 7/11, 7/12, 7/13~~ June 10-13, June 17-20, June 24-27
- **~~MS Literacy: June 10th—June 27th~~**
 - ~~Teacher PD & Planning: Wednesday, June 5th and Thursday, June 6th~~
 - ~~Program dates: June 10-13, June 17-20, June 24-27~~
- **MS and HS Course/Credit Recovery: ~~June 10th—June 27th~~ June 9th – June 26th**
 - Teacher PD & Planning: ~~Wednesday, June 5th and Thursday, 6th~~ Thursday, June 5th and Friday June, 6th, 2025
 - Program dates: ~~June 10-13, June 17-20, June 24-27~~ June 9-12, June 16-19, June 23-26
- **12 Day ESE-ESY (Access and Itinerant): ~~June 10th—June 27th~~ June 9th – June 26th**
 - Teacher PD & Planning: ~~Wednesday, June 5th and Thursday, 6th~~ Thursday, June 5th and Friday June, 6th, 2025
 - Program dates: ~~June 10-13, June 17-20, June 24-27~~ June 9-12, June 16-19, June 23-26
- **AVID Summer Bridge: ~~June 5th—July 10th~~ ~~June 10th—June 27th~~**
 - Teacher PD & Planning: ~~Thursday, June 1st and Friday, June 2nd~~ Program dates: 6/5, 6/6, 6/7 6/8, 6/12, 6/13, 6/14, 6/15, 6/19, 6/20, 6/21, 6/22, 6/26, 6/27, 6/28, 6/29, 7/5, 7/6, 7/7, 7/10
- **~~Algebra Rise: Elementary Accelerated Mathematics Summer Bridge Learning: June 5th—July 13th~~ ~~June 9th—June 26th~~**
 - Teacher PD & Planning: ~~Thursday Wednesday, June 1st 5th and Friday Thursday, June 2nd 6th~~

- ~~Program dates: 6/5, 6/6, 6/7, 6/8, 6/12, 6/13, 6/14, 6/15, 6/19, 6/20, 6/21, 6/22, 6/26, 6/27, 6/28, 6/29, 7/5, 7/6, 7/7, 7/10, 7/11, 7/12, 7/13 June 10-13, June 17-20, June 24-27, July 1-5 (excluding July 4), July 8-11, July 15-18~~
- **Algebra Rise: Secondary Accelerated Mathematics Summer Bridge Learning: ~~June 5th—July 13th June 9th – June 26th~~**
 - Teacher PD & Planning: ~~Thursday, Wednesday, June 1st 5th and Friday Thursday, June 2nd 6th~~
 - Program dates: ~~6/5, 6/6, 6/7, 6/8, 6/12, 6/13, 6/14, 6/15, 6/19, 6/20, 6/21, 6/22, 6/26, 6/27, 6/28, 6/29, 7/5, 7/6, 7/7, 7/10, 7/11, 7/12, 7/13 June 10-13, June 17-20, June 24-27, June 9-12, June 16-19, June 23-26~~
- **Alternative Education Schools (full day): ~~June 10th—June 27th June 9th – June 26th~~**
 - Teacher PD & Planning: ~~Wednesday, June 5th and Thursday, 6th Thursday, June 5th and Friday June, 6th, 2025~~
 - Program dates: ~~June 10-13, June 17-20, June 24-27 June 9-12, June 16-19, June 23-26j~~
- **Elementary Title III Summer Camp for ~~3rd 1st, 2nd, 4th and 5th Grade: June 5th—July 7th June 9th – June 26th~~**
 - Teacher PD & Planning: ~~Thursday, June 5th and Friday June, 6th, 2025~~
 - Program dates: ~~6/5, 6/6, 6/7, 6/8, 6/12, 6/13, 6/14, 6/15, 6/19, 6/20, 6/21, 6/22, 6/26, 6/27, 6/28, 6/29, 7/5, 7/6, 7/7 June 9-12, June 16-19, June 23-26~~
- **PEACE Camp at the EMC: ~~June 10th—June 27th June 9th – June 26th~~**
 - Teacher PD & Planning: ~~Wednesday, June 5th and Thursday, 6th Thursday, June 5th and Friday June, 6th, 2025~~
 - Program dates: ~~June 10-13, June 17-20, June 24-27 June 9-12, June 16-19, June 23-26~~
- **District Title I Allocated -Summer Programs: ~~June 10th—June 27th June 9th – June 26th~~**
 - Teacher PD & Planning: ~~Wednesday, June 5th and Thursday, 6th Thursday, June 5th and Friday June, 6th, 2025~~
 - Program dates: ~~June 10-13, June 17-20, June 24-27 June 9-12, June 16-19, June 23-26~~
- **Title I Summer Transition Program:**
 - Teacher Planning: Varies by School and Level
 - Program dates: Varies by School and Level
- **School Title I Allocated Summer Programs:**
 - Teacher Planning: Varies by school
 - Program dates: Varies by school
- **Graduates Requiring Additional Credit Earning (GRACE) Program**
 - Teacher PD & Planning: ~~Wednesday, June 5th and Thursday, 6th Thursday, June 5th and Friday June, 6th, 2025~~
 - Program dates: ~~June 10-13, June 17-20, June 24-27 June 9-12, June 16-19, June 23-26~~

Instructional and Non-instructional Employees

Filling Positions:

- Assignment to this program is voluntary. A member of administration will notify the staff of the program dates by ~~April 20, 2024-April 22, 2025~~
- Each employee having an interest in working in the program will submit his/her name to the administrator by ~~May 2, 2024-May 1, 2025~~
- Tentative job openings will be announced by the last student day.
- When it is judged that professional qualifications and ability are substantially equal among applicants for the program to be offered, district seniority shall prevail.
- When filling positions, employees within the bargaining unit shall be given priority over other applicants.
- The previous procedure to select transportation employees for the school year assignments will continue to be used, with the following exception. Bus drivers and transportation assistants who select a route and resign, or work less than half of the days of the selected route in ESY for the summer of ~~2023-2024~~, will be placed at the bottom of the selection list for ESY for the summer of ~~2024 2025~~ unless the reason for resigning or working less than half of the days is for one of the following reasons and is supported by appropriate documentation as determined by Transportation Department administration: a health concern that prohibits the employee from working or a health concern of an immediate family member of the employee and the employee is needed to care for the family member, family emergency, or jury duty.
- 3rd grade summer reading camp- Teachers and Interventionists hired for 3rd grade summer reading camp must be reading endorsed. Previous ESY and/or ESD experience is preferred.
- ~~MS Literacy Teachers who are reading certified, reading endorsed or micro-credentialed are preferred.~~
- Lead Teachers- Master's degree in Educational Leadership and/or Ed. Leadership certification is preferred. Previous ESY/ESD experience is preferred.

Sick Leave Accrual:

- Employees who work programs that are 12 days or more earn .5 day sick leave.

Absences:

- All Program employees' absences will be without pay. Employees are not eligible to use previously accrued sick leave for pay purposes.

Substitutes:

- A regular employee who substitutes in this program will be paid his/her regular hourly rate.

GROUND RULES FOR NEGOTIATIONS

1. Negotiations shall be conducted at a location or online forum mutually agreed to by the chief negotiators.
2. Future negotiation sessions will be scheduled by mutual consent of the chief negotiators.
3. The negotiation sessions will continue until the agenda is exhausted or the adjournment time has been reached unless both chief negotiators agree to an extension.
4. All communications or correspondence concerning change of meeting dates or times or any other mechanical necessity will be the responsibility of the two chief negotiators.
5. All bargaining team members will be furnished copies of any proposals or counter proposals distributed at the table or via email when necessary.
6. All tentative agreements will be reduced to writing, initialed, and dated by the chief negotiator for each side either in person or electronically during an online forum at the meeting at which the tentative agreement is reached. An initialed copy will then be provided to each bargaining team for their records. Only proposals that have been initialed by the chief negotiators for both sides shall be presented to the bargaining unit members or to the School Board as being agreed upon. Initialed provisions are subject to change by the chief negotiators only by mutual agreement.
7. All tentative agreements on given items are contingent upon overall agreement being reached by the parties. No tentative agreement on any item shall be considered effective or binding on either party until an overall agreement is reached and ratified by both parties.
8. Should either party fail to ratify the entire Agreement, then only those issues previously subjects of bargaining between the two parties shall be subject to further negotiations unless both parties mutually agree to discuss additional issues.
9. Each side reserves the right to caucus at any time during negotiations.
10. Upon mutual consent of both chief negotiators, a formal negotiating session may be recessed to allow interestbased open discussion by all participants. Upon request by either of the chief negotiators, a formal session will resume.
11. Since the parties have agreed to audio tape bargaining sessions, the party conducting the taping will provide the other party with a full copy of each recording as reasonably close to one week of the recorded session as possible. No member of either bargaining team shall record (audio or video) any session unless permission has been mutually agreed upon by the chief negotiators.

MEMORANDUM OF UNDERSTANDING**Grow and Stay Retention Bonus MOU**

The District, in its commitment to continue to grow future educators within Pasco County Schools, created a program called the "Grow and Stay Pasco Initiative." This initiative recruits students into the Pasco County teacher workforce upon college graduation and completion of a teacher preparation program and teacher certification.

In an effort to reward those teachers who graduate from the program and remain with Pasco County schools, the District and Union agree to fund the following:

A one-time stipend of \$500 will be paid at the end of the ~~2025-2026~~ ~~2024-2025~~ school year to teachers who have participated in the Pasco County New Teacher Academy during high school, graduated from high school and enrolled in a teacher preparation program, graduated from college with a degree in education, obtained appropriate certification from the Florida Department of Education, accepted a teaching position with Pasco County Schools, completed one year of teaching with Pasco County, and signed a contract for year two.

Funding for this initiative is provided through the District's recruitment budget.

MEMORANDUM OF UNDERSTANDING

Instructional Referendum Implementation

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.

MEMORANDUM OF UNDERSTANDING Marchman Technical College

Workday and Work Hours

In order to provide additional support for the technical instruction program at Wendell Krinn Technical High School, members of the Marchman Technical College (MTC) instructional staff will be assigned to work an eight-hour day and may also be asked to teach seven-out-of-seven periods. The programs, and, in turn, the instructional staff members at MTC assigned to teach this additional period of instruction, are subject to change from year-to-year based on student enrollment in the technical programs at MTC. The remaining aspects of the workday will be in accordance with *Article VII Section L - School Day (2) and (3)*.

Additional Compensation

All instructional staff members will receive an additional thirty minutes of pay at their regular hourly rate. Staff designated to provide the seventh period of instruction shall also receive an additional .2 compensation at the effective negotiated rate ~~2~~ ~~(\$6,500/year)~~ for the seventh period of instruction, above and beyond the ~~.2 (\$6,500/year)~~ currently paid for teachers who are already teaching six-out-of-six periods.

This MOU expires at the end of the ~~2025-2026~~ ~~2024-2025~~ school year.

MEMORANDUM OF UNDERSTANDING Pasco's Virtual Instruction Program

The 2023 Florida Statute 1002.45 states each school district shall provide at least one option for part-time and full-time virtual instruction for students residing within the school district. A school district virtual instruction program shall consist of the following:

A) Full-time and part-time virtual instruction for students enrolled in kindergarten through grade 12. B) Full-time or part-time virtual instruction for students enrolled in dropout prevention and academic intervention programs under s. [1003.53](#), Department of Juvenile Justice education programs under s. [1003.52](#), core-curricula courses to meet class size requirements under s. [1003.03](#), or Florida College System institutions under this section. To provide students residing within the school district the option of participating in virtual instruction programs as required by paragraph (b), a school district may: 1. Contract with the Florida Virtual School or establish a franchise of the Florida Virtual School pursuant to s. [1002.37\(2\)](#) for the provision of a program under paragraph (b). 2 Contract with an approved virtual instruction program provider under subsection (2) for the provision of a full-time or part-time program under paragraph (b). 3. Enter into an agreement with other school districts to allow the participation of its students in an approved virtual instruction program provided by the other school district.

Adjunct Positions:

1. Teachers will be paid \$4250 per semester to provide virtual instruction for students in accordance with the contractual obligations set forth in agreements with vendor partners, Florida statute, and Board policy. For adjunct staff members who serve as the teacher of record for a course, the total student load shall not exceed 45 active enrollments, and not more than two course preparations. After being selected as a virtual school teacher, but prior to being assigned his/her first virtual instruction course, each teacher must complete

training on providing virtual instruction through the professional learning program established by Pasco eSchool and/or its partners. The District will provide the after-hour staff development rate for scheduled live training sessions that are scheduled outside of work hours.

2. Teachers will be required to have a publishable telephone number and a computer with high-speed internet access. School facilities and equipment may be utilized to the extent that they are normally available and so long as a teacher's regular work responsibilities are not disrupted.
3. Teachers will be expected to establish weekly "office hours" during which students and parents will be able to communicate with the teacher via telephone. In general, at least five (5) hours of "office hours" should be scheduled each week of instruction. These hours will be set at the teacher's discretion in keeping with the rules and procedures established in the staff handbook. Additional student and parent contact may be required beyond the teacher's established "office hours" and can be conducted in the time, place, and manner agreed upon by the teacher and the student or parent.
4. In general teachers will be expected to return student and parent communication within twenty-four (24) hours of the contact being initiated.
5. Teachers will be expected to comply with the rules and procedures established in the staff handbook.
6. Initial enrollment and registration of students will not be the teacher's responsibility.
7. The Board and the Union will meet periodically to discuss the implementation of this virtual instruction program.

Part-Time Positions:

1. Teachers will be paid \$8500 per semester to provide virtual instruction for students in accordance with the contractual obligations set forth in agreements with vendor partners, Florida statute, and Board policy. For part-time staff members who serve as the teacher of record for a course, the total student load shall not exceed 90 active enrollments, and not more than four course preparations. After being selected as a virtual school teacher, but prior to being assigned his/her first virtual instruction course, each teacher must complete training on providing virtual instruction through the professional learning program established by Pasco eSchool and/or its partners. The District will provide the after-hour staff development rate for scheduled live training sessions that are scheduled outside of work hours.
2. Teachers will be required to have a publishable telephone number and a computer with high-speed internet access. School facilities and equipment may be utilized to the extent that they are normally available during school hours.
3. Teachers will be expected to establish weekly "office hours" during which students and parents will be able to communicate with the teacher via telephone. In general, at least twelve (12) hours of "office hours" should be scheduled each week of instruction. These hours will be set at the teacher's discretion in keeping with the rules and procedures established in the staff handbook. Additional student and parent contact may be required beyond the teacher's established "office hours" and can be conducted in the time, place, and manner agreed upon by the teacher and the student or parent.
4. In general, teachers will be expected to return student and parent communication within twenty-four (24) hours of the contact being initiated.
5. Teachers will be expected to comply with the rules and procedures established in the staff handbook.
6. Initial enrollment and registration of students will not be the teacher's responsibility.
7. The Board and the Union will meet periodically to discuss the implementation of this virtual instruction program.

Full-Time Positions:

1. Teachers will be paid a base salary as established by the Instructional Salary range. Teachers will also be eligible for additional Performance Pay in accordance with the Performance Pay provisions to be agreed upon by the District and Union.
2. School Counselors assigned to Pasco eSchool will be paid a base salary as established by the Instructional Salary range. School Counselors will also be eligible for additional Performance Pay in accordance with the Performance Pay provisions to be agreed upon by the District and Union.
3. When filling full-time positions for the 2025-2026 ~~2024-2025~~ school year, preference will first be given to teachers with previous successful virtual instruction experience. For Classroom on Demand positions, school/teaching assignments will be determined by unfilled teaching vacancies at physical schools in the District. Every effort will be made to identify the school/course assignments by pre-planning week for semester one, and during the last week before winter break for semester two. For other virtual instruction positions, school/teaching assignments will be determined by the needs of the SOS, credit recovery, and/or SBP at physical schools in the District and are based on student needs and teacher certification

- requirements.
4. After being selected as a virtual instruction teacher, but prior to being assigned his/her first virtual instruction course, each teacher must complete training on providing virtual instruction through the professional learning program established by Pasco eSchool and/or its partners. The District will provide the after-hour staff development rate for training sessions that are scheduled outside of work hours.
 5. Teachers will be provided with a laptop computer, as well as an option to use workspace at the Pasco eSchool office with internet access, and district telephone number with voicemail capabilities. The teachers will be provided with up to two sets of printer cartridges, ordered through the Pasco eSchool office, when the teacher provides the printer make and model information to the bookkeeper.
 6. Teachers will be expected to report to their workspace location up to three (3) times per month to attend faculty meetings, provide on-site visits to virtual learning labs at local schools, and address any other program needs that require the teacher's physical presence. Classroom on Demand teachers and other virtual instruction teachers will be expected to report to their workspace weekly to provide on-site visits to their blended learning classes at local schools, and address any other program needs that require the teacher's physical presence. Teachers will be provided at least a two-week notice of mandatory on-site meetings. To assist teachers with managing heavier workloads during peak grading windows, on-site meetings will not be scheduled in weeks following calendar breaks of more than three school days or during the last week of the semester with the exclusion of post-planning days at the conclusion of the academic school year and emergency meetings such as topics relating to school safety, crisis situations, or issues that substantially impact the operation of the virtual school.
 7. Teachers will be expected to participate in online professional development sessions on a monthly basis, in accordance with the schedule published by Pasco eSchool and its vendor partners.
 8. Given the unique teaching and learning environment of Pasco eSchool, teachers will be afforded the opportunity to attend a professional development conference, such as the Florida District Virtual Instructional Program Network, Distance Learning Annual Conference (DLAC), Florida Virtual School Staff Conference (FLVS), Florida Distance Learning Associations (FDLA), Florida Education Technology Conference (FETC), International Association of Colleges and Online Schools (INACOL), and/or the United States District Learning Association (USDLA) conference. Expenses associated with such conferences will be covered/reimbursed according to district guidelines.
 9. Teachers will be expected to assist in the review and evaluation of eSchool curriculum. Participation in the development of eSchool curriculum shall be optional.
 10. Teachers and School Counselors will be expected to report to their designated location to assist with the administration of required state and district assessments.
 11. In addition to their counseling responsibilities, School Counselors may be expected to teach one virtual instruction course during the 2025-2026 ~~2024-2025~~ school year.
 12. Teachers will be expected to establish weekly "office hours" during which students and parents will be able to communicate with the teacher via telephone. In general, at least eighteen (18) hours of "office hours" should be scheduled, between the hours of 8:00 a.m. and 8:00 p.m., each week of instruction. These hours will be set at the teacher's discretion in keeping with the rules and procedures established in the staff handbook. Additional student and parent contact may be required beyond the teachers established "office hours" and can be conducted in the time, place and manner agreed upon by the teacher and the student or parent.
 13. In general, teachers will be expected to return student and parent communication within twenty-four (24) hours of the contact being initiated.
 14. Teachers will be expected to comply with the rules and procedures established in the staff handbook.
 15. By April 1st of each of a teacher's first two (2) years as a Pasco eSchool teacher, he or she may elect to return to an instructional position at a traditional school. The Board shall assist such teacher(s) in securing a position for which he/she is qualified for in the judgment of the Superintendent. Pasco eSchool teachers may also be returned to an instructional position at a traditional school at the discretion of the Superintendent in accordance with Article VII, Section F-3.
 16. Initial enrollment and registration of students will not be the teacher's responsibility.
 17. The Board and the Union will establish guidelines for the active student load that a full-time teacher will carry depending on the course taught. When the student load exceeds the thresholds delineated in Chart #1, the full-time teacher will receive compensation for the higher number of students until additional teacher support can be arranged. Such compensation shall be paid according to Chart #2 below and will be paid as a supplement at the end of each semester. Should the full-time teacher indicate a willingness to carry a higher load for the duration of the semester, the teacher will continue to receive additional compensation. When a teacher is assigned both Basic and Premium courses, the course load range will be determined by

- the course category in which the majority of students are enrolled.
18. Overages will be calculated weekly by the number of active students listed per course ~~in the Student Information System as defined per the appropriate platform. In the area of OJT (On the Job Training), the number of students will be calculated by the number of students within the comparable course DCT (Diversified Career Technical) numbers and not based on the number of student work hours.~~ The calculation of active students for OJT (On the Job Training) will be based on one (1) period of enrollment. The number of linked enrollments in OJT placeholders will not be factored into the overall student load for purposes of compensation. Overages will be calculated based on the Pasco County School calendar's days of instruction (not to include teacher planning days).
19. Beginning with the 2024-2025 school year, in order to remain employed by Pasco County Schools, all Pasco eSchool teachers must maintain a residence in the state of Florida to be in compliance with federal tax withholding requirements. Any existing employee not maintaining a Florida residence must have an official Florida residence by December 31, 2024, or employment will end.

Chart #1: Student Loads for Full Time Instructors

Description	Base	Adjunct or Additional Compensation for ToR	Additional Part Time Staff to Support
6-12 Basic Course	151-175	176-200	201+
Premium Course*	180-210	211-240	241+
K-5 (core)	27		
K-5 (non-core)	250		
Secondary Lead Teacher	100		
Elementary Lead Teacher (core)	20* number may increase during transition times		
Elementary Lead Teacher (non-core)	150* number may increase during transition times		

Chart #2: Additional Compensation for Student Loads Above Thresholds (elementary)

Elementary	
Active Student Load	Weekly Compensation
1-3	\$25
4-7	\$50
8-12	\$75

Compensation for additional students beyond 12 shall be pro-rated based on Chart #2 above.

Chart #3: Additional Compensation for Student Loads Above Thresholds (secondary)

Secondary	
Active Student Load	Weekly Compensation
5-15 additional students	\$79
16-30 additional students	\$157
31-45 additional students	\$236

Compensation for additional students beyond 45 shall be pro-rated based on Chart #3 above.

*Premium Course refers to courses, for which the district pays an additional licensing fee beyond the \$50 per semester enrollment rate. These courses will be designated as such on the Master Schedule provided to teachers and will- be updated as those updates are made.

20. Teachers will not be assigned more than five (5) course preparations per regular semester and five (5) per summer semester, unless agreed to prior to the beginning of the semester. Teachers may apply for Lead teacher assignments. Administration will select grading, or call support based on teacher request. Additional duties may be assigned as determined by administration with input from the Instructional Trainer Coach and Lead teachers.
21. The Board and the Union will meet periodically to discuss the implementation of the virtual instruction program.
22. There is no intent to limit, modify or diminish any rights or privileges conferred by the Instructional Master Contract except as expressly stated herein.
23. Exceptional Student Education (ESE) students shall receive services from ESE teachers. The District shall monitor and balance ESE caseloads at the close of each enrollment period and as needed.

245 Day Contract Employees:

Beginning July 1, 2020, the District began offering 245-day contracts for some of its virtual instructional programs. Issuance of these contracts will be based on student/program needs as determined by the District. Initial assignment in these positions shall be voluntary and teachers hired for year-round positions will comply with #'s 1-20 above. In addition, the following terms and conditions shall be applicable for these positions.

1. The salaries of the 245-day contract employee shall be determined by adding the additional days paid at the employee's daily rate to the employee's current yearly salary.
2. Teachers hired in these positions shall earn additional sick days in the same manner as all other 245 District employees.
3. Upon initial placement in this position, the employee shall earn Vacation Leave at the following rate:

Proportion of Days of Leave Earned

Continuous Service	During Pay Period (Biweekly)
Up through five (5) years	.5
Six (6) through ten (10) years	.625
Over ten (10) years	.75

- a. Continuous service shall be construed as employment with one (1) or more Florida state agencies without a break in service.
- b. Authorized leaves of absence shall be considered continuous service.
- c. A teacher shall not earn vacation time while on an approved leave without pay nor shall the time on such leave be credited toward years of experience.
- d. A Florida state agency employee who terminates employment at any time other than the end of his/her work year will be considered as having a break in service unless employed by another Florida state agency within ten (10) days.
 - i. Consecutive employment in less than twelve (12) month positions will constitute continuous service.
 - ii. A teacher who terminates employment will receive a final payment of accrued Vacation Leave based on hourly rate on the date of termination.
 - iii. A teacher who transfers from a vacation-earning position to a non-vacation-earning position must use accrued vacation time within the work year if the transfer is effective at the beginning of a work year or by the end of the next work year if the transfer is effective during a work year. If vacation time is not taken within these time limits, it will be forfeited.
 - iv. Teachers shall be permitted to carry forward beyond July 31st of each year, sixty (60) days of accrued Vacation Leave.
 - v. As per Florida Statute 1012.65, terminal pay for accrued vacation leave may not exceed a maximum of sixty (60) days.
 - i. Employees who retire under the Florida Retirement System (FRS) with full or reduced benefits as provided by law and who receive a lump-sum payment of accrued vacation leave earned in accordance with Article VIII, Section D-4 and who meet the participation requirements provided in Article X, Section G,1, of this Agreement, shall have said lump-sum payment of accrued vacation leave paid into a Board-approved 401 (a) Qualified Retirement Plan subject to annual

contribution limits and subject to the same fund withdrawal penalty reimbursement as provided in Article X, Section G,1, of the Agreement.

- ii. A teacher will not be approved to take more than one week of consecutive days of vacation while assigned to students, and no more than two weeks in a semester fall/spring/summer).
4. Job-sharing shall not be available for these positions.
5. Employees in these positions may elect to use vacation days before taking unpaid Sick Leave and may transfer Sick Leave to family members under the same conditions as all other 245 District employees.
6. Judicial leave shall not be deducted from accrued vacation leave.
7. The end of cycle evaluation for a teacher on a 245-day contract will be completed by June 30th as all other 245 District employees.

Additional Duty Days – Summer Program

Full-Time Employment (excluding 245-contract employees):

1. Teachers, including School Counselors, will be paid their regular hourly rate-of-pay for thirty-seven and a half (37.5) hours per week for additional duty days beyond the 196-day contract. Full-time teachers who work the summer program will earn one (1) additional day of sick leave for each month worked of the summer program.
2. Current Pasco eSchool teachers will have the right of first refusal to work additional duty days. Hiring decisions will be based on the certification requirements, student enrollment, and the needs of the virtual instruction program.
3. After being selected as a virtual school teacher, but prior to being assigned his/her first virtual instruction course, each teacher must complete training on providing virtual instruction through the contracted vendors through the professional development program established by Pasco eSchool and/or its partners. Teachers will be able to complete the online training pre-requisite at their convenience. The District will provide the after-hour staff development rate for the scheduled live training sessions that are scheduled outside of work hours.
4. For the duration of the summer term, full-time teachers will carry 120 students. A student load in excess of 120 active students will result in additional compensation according to Chart #2 referenced above and/or the hiring of additional teaching support to meet enrollment needs. Teachers will not be assigned more than five (5) course preparations unless agreed to prior to the beginning of the summer session.
5. When part-time or adjunct teachers are hired to meet enrollment needs, the full-time teacher will work with administration to determine the tasks that the part time or adjunct teachers will complete to support student needs.
6. Teachers will be provided with a laptop computer, as well as an option to use workspace at the Pasco eSchool office with internet access, and a district telephone number with voicemail capabilities. The teachers will be provided with up to one set of printer cartridges, ordered through the Pasco eSchool office, when the teacher provides the printer make and model information to the bookkeeper.
7. Teachers will be expected to report to their workspace location up to once per month to meet program needs that require the teacher's physical presence.
8. Teachers will be expected to participate in online professional development sessions on a monthly basis, in accordance with the schedule published by Pasco eSchool and its vendor partners.
9. Teachers will be expected to establish weekly "office hours" during which students and parents will be able to communicate with the teacher via telephone. In general, at least eighteen (18) hours of "office hours" should be scheduled, between the hours of 8:00 a.m. and 8:00 p.m., each week of instruction. These hours will be set at the teacher's discretion in keeping with the rules and procedures established in the staff handbook. Additional student and parent contact may be required beyond the teacher's established "office hours" and can be conducted in the time, place, and manner agreed upon by the teacher and the student or parent.
10. In general, teachers will be expected to return student and parent communication within twenty-four (24) hours of the contact being initiated.
11. Teachers will be expected to comply with the rules and procedures established in the staff handbook.
12. Initial enrollment and registration of students will not be the teacher's responsibility.
13. The Board and the Union will meet periodically to discuss the implementation of the virtual instruction program.

14. There is no intent to limit, modify or diminish any rights or privileges conferred by the Instructional Master Contract except as expressly stated herein.

Part-Time Positions:

1. Teachers, including School Counselors, will be paid their regular hourly rate of pay for four and three quarters (4.75) hours for each day of the 4-day work weeks in the summer session. Part-time teachers who work the summer program will earn .5 day of sick leave for each month worked of the summer program.
2. After being selected as a virtual school teacher, but prior to being assigned his/her first virtual instruction course, each teacher must complete training on providing virtual instruction through the contracted vendors through the professional development program established by Pasco eSchool and/or its partners. Teachers will be able to complete the online training pre-requisite at their convenience. The District will provide the after-hours staff development rate for the scheduled live training sessions that are scheduled outside of work hours.
3. For the duration of the summer term, part time teachers will carry 60 active students or may work as a team with a full-time teacher to meet enrollment needs.
4. Teachers will be required to have a publishable telephone number and a computer with high-speed internet access. School facilities and equipment may be utilized to the extent that they are normally available during school hours. The teachers will be provided with up to one set of printer cartridges, ordered through the Pasco eSchool office. when the teacher provides the printer make and model information to the bookkeeper.
5. Teachers will be expected to establish weekly "office hours" during which students and parents will be able to communicate with the teacher via telephone. In general, at least five (5) hours of "office hours" should be scheduled each week of instruction. These hours will be set at the teacher's discretion in keeping with the rules and procedures established in the staff handbook. Additional student and parent contact may be required beyond the teachers established "office hours" and can be conducted in the time, place, and manner agreed upon by the teacher and the student or parent.
6. In general, teachers will be expected to return student and parent communication within twenty-four (24) hours of the contact being initiated.
7. Teachers will be expected to comply with the rules and procedures established in the staff handbook.
8. Initial enrollment and registration of students will not be the teacher's responsibility.
9. The Board and the Union will meet periodically to discuss the implementation of this virtual instruction program.

Summer Adjunct Positions:

1. Teachers will be paid a \$2500 supplement for the summer session for ten hours per week.
2. After being selected as a virtual school teacher, but prior to being assigned his/her first virtual instruction course, each teacher must complete training on providing virtual instruction through the contracted vendors. Teachers will be able to complete the online training pre-requisite at their convenience. The District will provide the after-hour staff development rate for the two day face-to-face training.
3. Teachers will be required to have a publishable telephone number and a computer with high-speed internet access. School facilities and equipment may be utilized to the extent that they are normally available during school hours. The teachers will be provided with up to one set of printer cartridges, ordered through the Pasco eSchool office, when the teacher provides the printer make and model information to the bookkeeper.
4. For the duration of the summer term, adjunct teachers will work as a team with a full-time teacher to meet enrollment needs. Adjunct teachers may grade student work, conduct live webinar sessions, discussion-based assessments and/or complete monthly contacts with parents and students.
5. In general, teachers will be expected to return student and parent communication within twenty-four (24) hours of the contact being initiated.
6. Teachers will be expected to comply with the rules and procedures established in the staff handbook.
7. Initial enrollment and registration of students will not be the teacher's responsibility.
8. The Board and the Union will meet periodically to discuss the implementation of this virtual instruction program.

MEMORANDUM OF UNDERSTANDING
Technical High Schools

Beginning with the 2018-2019 school year, the District opened its first technical high school, Wendell Krinn Technical High School. ~~Since then, During the 2022-2023 school year, the District has expanded its technical high school programs opened Kirkland Ranch Academy of Innovation as its second technical high school.~~

Work Day and Work Hours

Instructional staff at Wendell Krinn Technical High School and Kirkland Ranch Academy of Innovation ~~the technical high schools~~ will work an eight-hour day for the 2025-2026 ~~2024-2025~~ school year. During the workday, some classroom teachers will teach six fifty-minute periods and receive one fifty-minute planning period.

Additional Compensation

Instructional staff at the technical high schools will receive an additional thirty minutes of pay at their regular hourly rate of pay. In addition, classroom teachers who teach a 6th period or more will receive an additional .2 compensation at the effective negotiated rate ~~(\$6,500 /year)~~ for each extra period of instruction that they provide.

This MOU expires at the end of the 2025-2026 ~~2024-2025~~ school year.

MEMORANDUM OF UNDERSTANDING

VOLUNTARY PRE – K (VPK) PROGRAM

SUMMER ~~2024~~ 2025

The District School Board of Pasco County and the United School Employees of Pasco mutually agree to the following provisions in order to implement the state-mandated Voluntary PreK (VPK) program for ~~Summer 2024~~ Summer 2025. This program will continue to require considerable flexibility to be successful. Therefore, the parties agree to the following:

- a. Assignment to this program is voluntary.
- b. The District's PreK Services will provide notices relative to the VPK program dates with an attachment to the VPK instructional application on or about ~~May 1, 2024~~ April 22-28, 2025.
- c. ~~Each employee having an interest in working in the program will submit his/her application to the district's Early Childhood Programs department by May 17, 2024.~~ Each employee who has an interest in working in the program will submit their application via the district hiring platform.
- d. Tentative job openings will be announced by the last student contact day.
- e. In accordance with Florida Statute 1002.61(4) and DOE directive, the District shall give priority to teachers who have experience or coursework in early childhood education.

Prior experience in the following is also desired:

1. School District's Head Start/VPK program
 2. PreK VE Teacher
 3. Previous School District Summer VPK experience
 4. Kindergarten/Primary Teacher
 5. Previous Child Care Experience
 6. Elementary Teaching Experience
 7. VPK Inclusion Teacher
- f. Teachers must hold a valid Florida educator certificate under s.1012.56, F. S.
Certification in the following fields will be given priority:
 1. PreK/Primary (PreK- 3rd)
 2. Preschool Education (0-4)
 3. Primary Education (K-3rd) or Early Childhood
 4. Elementary
 5. Family and Consumer Science Education
 6. Any other certified staff
 - g. When it is judged that professional qualifications and ability are substantially equal among applicants for the program to be offered, district seniority shall prevail.
 - h. If the option to split a position is offered, but there is not another applicant who applies with whom to split the position, priority will be given to an applicant who applies to work full-time.

Program dates:

a. Full or Part-time Teachers:

- Teacher Calendar:

~~June 3 – July 25, 2024 (6/3-6/6; 6/10-6/13; 6/17-6/20; 6/24-6/27; 7/1-7/3; 7/8-7/11; 7/15-7/18; 7/22-7/25)~~

June 4-July 29 with the following Fridays being closed, 6/13, 6/20, 6/27, 7/4, 7/11, 7/18, 7/25.

- Planning /Training Day: ~~May 31 7.5 hrs./day~~

June 4, 2025, 7.5 hrs./day.

Staff would have the option to work full-time or split a position. The split position would not exceed 37.5 hours per week. The split will be determined by the worksite administrator (i.e.: 3 days/2 days; 2.5 days per week; half-day per teacher). Planning time will be split in the same manner as the work week.

Workday: Full Day Session: ~~June 3 – July 18: 7:15 am – 5:30 pm (10 hrs./day)~~

~~– July 20 – July 25: 8:15 am – 4:15 pm (9 hrs./day)~~

June 5-6, July 28-29 7:45 am - 4:45pm (9 hrs./day)

June 9- July 24 7:15 am – 5:15 pm (10 hrs./day)

~~Days: 32 Total Hours: 313.5 (including planning day)~~

Total Days: 33 (Including planning day) Total Hours: ~~307.5~~ 323.5 (including planning day)

b. Less Than Full-time

Teachers are eligible for employment in this program on a less than full-time basis as needed to provide coverage. The total days and total hours of such an assignment will be dictated by the need.

Total Days: Determined by need

Total Hours: Determined by need

c. Student Calendar

~~June 3 through July 18, 2024 (June 7, 14, 21, 28, July 4, 5, 12, 19, and 26 off)~~

~~Student Day: 7:30 am – 5:30 pm~~

~~– July 20 through July 25, 2024~~

~~– Student Day: 8:30 am – 4:00 pm~~

June 5-July 29, 2025. (June 13, 20, 27, July 4, 11, 18, 25 off)

June 5-6, July 29-30 Student Day: 8:00-4:30 (8.5 hrs./day)

June 9-July 24 Student Day 7:30-5:00 (9.5 hrs./day)

Job Expectations:

- Each teacher is assigned a maximum of 12 children.
- Every teacher is expected to participate during mealtime for meals to encourage self-help skills, language development, conversational skills, and good nutritional habits with the children as part of the instructional program.
- Every teacher is expected to participate in outdoor play activities with the children.
- Children may need toileting assistance, as there may be some children who do not independently use the toilet.
- There will be specific curriculum/lesson plans that must be followed.
- The teacher will be co-located in a classroom with another teacher, where possible.
- Instructional materials and supplies will be provided to all teachers during this program.
- Teachers will be trained to administer pre and post assessments.
- Teachers will administer the VPK FAST Progress Monitoring System within the timelines as required.
- If required by the State, an environmental observational tool will be completed through onsite teacher observation of the learning environment and teacher/child interactions.
- The VPK Monitoring Tool will be administered.

- l. In order to continue to maintain compliance with State requirements, teachers must take any required VPK trainings prior to teaching VPK in the summer.
- m. Teachers must adhere to all VPK requirements for standards, curriculum, assessment and any other program requirements according to the State and District.

Potential Reductions in Force (RIF):

Since this program is funded separately from other District programs and student attendance is the sole factor in determining funding, there may be a need to reduce staff at a specific worksite in order to be cost effective. The following provisions will guide the reduction of instructional staff:

- a. In compliance with State ratios, when funding does not sustain the cost of staffing, enrollment reduction of staff may occur. Reductions in staff will be conducted by site and led by the site administrator in coordination with the Early Childhood Programs Department.
- b. For purposes of this procedure and in accordance with State statutes and DOE directives, should the need to reduce staff arise at any of the respective sites, the aforementioned certification areas will be the first factor considered.
- c. If funding or enrollment does not support the necessity to maintain staff, the District can consider changing a teacher allocation(s) to an instructional assistant allocation(s).

Sick Leave Accrual:

Employees will earn up to one (1) day of sick leave for working the program. The time earned will equal the length of the teacher's scheduled day. Teachers who work a half-day or who work a split schedule totaling 20 or more days will earn .5 days of sick leave. Teachers shall only have a right to use the sick leave earned during this program and not use days from their normal sick leave balance. Should a teacher complete this program and have the earned sick day remaining, that time shall be added to the teacher's regular sick leave balance for use during the regular school year.

Instructional Assistants:

Up to one (1) instructional assistant per class may be allocated if an odd number of classes are located at the site with approval from the Director of Early Childhood Programs.

Pay Rate:

- Teachers will be paid their hourly rate up to \$36.06.
- An instructional assistant will receive his/her hourly rate of pay.
- Substitutes in this program will be paid their hourly rate up to \$36.06 and are subject to the same qualification requirements as the full-time teachers.

Program Evaluation

The District and Union agree to meet at the conclusion of the Summer 2025-2024 VPK program and evaluate the components of the program, its implementation and discuss any potential modifications to future years' program, should they exist.

MEMORANDUM OF UNDERSTANDING

2025-2026 Classroom Teacher and Other Instructional Personnel Salary Increase Allocation

During the 2025 Legislative Session, the Florida Legislature increased funding to the Classroom Teacher and Other Instructional Personnel Salary Increase Allocation and provided an additional \$ 101.9 million statewide specifically for teacher salary and benefit increases. As provided for by law, the increased funding for 2025-2026 must be used to either (a) cover increased personnel compensation costs, or (b) provide salary increases to full-time classroom teachers or other instructional personnel with at least two years of full-time teaching experience.

Based on the most recent FEEP Calculation released on July 18, 2025, Pasco County received an additional \$2,939,364 for classroom teacher and other instructional personnel salary increases. Of this total amount, approximately 11.35% has been allocated to the District's charter schools based on the Florida Department of Education's calculation methodology, leaving approximately \$2,605,733 of new funding for the District's use.

The Board and the Union agree that the District shall utilize the "growth" portion of the allocation, \$2,605,733, to apply towards the increased costs associated with the comprehensive employee health insurance package provided to classroom teachers and other instructional staff members for the 2025-2026 fiscal year.