

MEMORANDUM OF UNDERSTANDING
Board Proposal
2025-2026 Classroom Teacher and Other Instructional Personnel Salary Increase
Allocation
September 16, 2025

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 FEFP 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.

For the Board

Date

For the Union

Date