

MUTUAL PROPOSAL
September 16, 2025
MEMORANDUM OF UNDERSTANDING
SRP 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. The collection of referendum funds began 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 School Related Personnel (SRP), the Board and Union understand and agree to the following for the ~~2024-2025~~ 2025-2026 payment period outlined below.

General Provisions

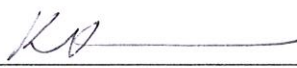
1. In accordance with their statutory authority, the Board maintains the exclusive authority to set the annual millage rate associated with this millage referendum, which will in turn determine the available annual budget for the stated employee compensation improvements.
2. All compensation improvements 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 negotiated supplement amounts will be in effect from November 1, ~~2025~~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 SRP 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 SRP employees during the 4-year referendum period will be considered a portion of an eligible SRP 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, SRP 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.

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

1. RSS amounts for SRP personnel are outlined in the table below. The RSS amounts listed are hourly amounts. For this table, SRP years shall mean the number of creditable years of service with the District (continuous and non-continuous).
2. An SRP's annual RSS amount is calculated by multiplying the applicable hourly supplement amount from the table below, times the number of days in the SRP's regular contracted work year, times the number of hours the SRP is regularly contracted for each day, plus any approved overtime hours. For SRP who do not have their pay pro-rated, such as bus drivers and transportation assistants, their RSS will be paid on the hours worked during the reported period.
3. Compensation provided to SRP employees for supplemented activities, ESY, ESD, emergency pay, and any other additional duty hours worked outside of their regular contracted workday/work year will not impact or be impacted by the SRP employee's RSS amount.
4. An SRP's annual RSS supplement will be equally prorated out across each scheduled paycheck for the SRP employee's position. Should an SRP employee change positions with the District during their contracted work year, the SRP 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 SRP employee terminate employment during their contracted work year, RSS payments will only be made for the bi-weekly pay periods for which the SRP employee is actively employed and being paid. RSS payments will not be made on accrued leave payouts at the time of an SRP's separation from employment.
5. SRP 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 ~~2024-2025~~2025-2026 collective bargaining agreement, the Board and Union agree to submit this memorandum for Board approval and processing consistent with the dates listed above.



For the Board

9/23/25

Date



For the Union

9/23/25

Date