

## ***SUMMARY OF TENTATIVE AGREEMENT - 2025-2026 INSTRUCTIONAL NEGOTIATIONS***

### **ECONOMICS**

**Salary Increases:** An overall average increase of 4.57% for current Instructional employees that earned a year of service credit in the 2024-2025 school year. This compensation improvement includes a Cost-of-Living Adjustment of 2.1%, an average increase of 2.17% from referendum funding, and an average increase of 2.1% (depending on placement on the grandfathered or performance pay program).

Base Category	COLA Adjustment	Share GF/PFP Factor	Share GF/PFP %	Salary Increase (Without Referendum)	Total Average Increase Including Referendum
No Year of Service Credit for 24/25	1.05%	0	0.0%	1.05%	3.22%
Grandfathered Increase	1.2%	1	1.18%	2.38%	4.55%
Pay for Performance – Effective	1.2%	1	1.18%	2.38%	4.55%
Pay for Performance – Highly Effective	1.2%	1.33	1.57%	2.77%	4.94%

**Timeline for Raises:** All adjustments associated with increases to eligible employees' referendum salary supplement (RSS) amounts will take effect with the November 7, 2025, paycheck. The District is working to have employees' new base rates of pay in place for the November 21, 2025, paycheck. Finally, the District will target a special payroll on Friday, December 12, 2025, to provide eligible employees with retroactive pay on their base salary (and any applicable academic/athletic supplement) increases stemming back to the start of their 2025-2026 work calendar.

**Ongoing Budgetary Monitoring:** 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 further compensation improvement.

**Health Benefits:** The Board will maintain a fully funded employee benefits package by contributing **\$9,442 (an increase of \$742)** per eligible employee. The Health Insurance Opt Out Program was discontinued. (Changes to the actual health insurance plans are not part of the Tentative Agreement.)

**FRS Rate Increase:** The Board will cover the cost of additional contributions to the Florida Retirement System (FRS) for the 2025 - 2026 school year. The increased cost is estimated at **\$1,117,653** or **0.4%** of pre-raise payroll.

**Additional Compensation for Teachers Providing Additional Instruction:** Teachers who provide an additional period of instruction will be paid a supplement of **\$6,855 annually or \$3,347.50** on a semester basis, which is an increase from the 24-25 amounts of \$6,695 annually or \$3,250 per semester.

**Addendum B – Supplement Schedule Increases:** The Academic and Athletic Supplements on the Addendum B Supplement Schedule were increased by **2.4%**.

**Article VII – Working Conditions Section U Student Discipline:** Discipline Referral Language: If a consequence deviates in any way from the teacher's recommendation, the principal must provide the reasons for any such deviation in writing to the teacher.

**Article VII Section AA Electronic Device Committee:** The District and Union agree to form committee to investigate damage/theft/loss of District electronic devices and determine staff liability. USEP shall designate 3 of 6 committee members.

**Article X, Section I Employee Assistance Program:** The EAP committee no longer exists independently. It is now part of the Insurance Committee.

**Article XIII – Duration** – The end date for the contract was changed from June 30, 2027, to **June 30, 2028**, to ensure continuation of the contract.

### **Updated MOUs**

- Instructional Referendum Implementation: MOU that details the distribution of Referendum funds to Instructional employees. Increases to Teaching Years Credit Amounts and a \$2000 supplement for Critical Shortage areas to attract and retain teachers specific to ASD, IND, EBD, SLP, Vision, and D/HH.
- Pasco's Virtual Instruction Program: Updated for clarity on overages specific to the OJT(On the Job Training) course.
- Teacher Salary Increase Allocation and Other Funding Sources: 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.
- Letters of Agreement: The closing of Gulfside Elementary School & Paul R. Smith and will be combined to become Paul R. Smith K8. The closing of Calusa Elementary, Chasco Elementary, and Chasco Middle and will be combined to form Chasco K8.

### **Re-Signed or Slightly Modified Existing Memorandums of Understanding**

- Dual Enrollment
- Marchman Technical
- Voluntary Pre-K (VPK)
- Technical High Schools MOU
- Grow and Stay Retention Bonus
- Extended School Year
- Additional Compensation for Teachers Covering Absent Teachers
- Elementary & Secondary Education Act/Every Student Succeeds Act
- Ground Rules for Negotiations