

SUMMARY OF TENTATIVE AGREEMENT

2025-2026 SRP NEGOTIATIONS

ECONOMICS

Salary Increases: All SRP employees will have their base hourly rate increased by 1.2%. All SRP with a year of service credit for the 24-25 school year will receive an additional salary increase equal to 1.27% of their salary. The salary increase will be retroactive to July 1, 2025. In addition, the Referendum Salary Supplement was improved by an average of 2.17% for all SRP. This Referendum Salary increase will begin in November of 2025. The total salary improvement for those SRP with a year of service credit averages 4.64%.

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.

Health Benefits: The Board will maintain a fully funded employee benefits package by contributing \$9442 (an increase of \$742) per eligible employee.

FRS Rate Increase: The Board will cover the cost of additional contributions to the Florida Retirement System (FRS) for the 2024 - 2025 school year. The increased cost is estimated at .04% of payroll.

CONTRACT CHANGES:

Article VII – Working Conditions – Section T Job Sharing. The language limiting the length of time that individuals can job-share has been removed. **Section I – EAP** oversight of this program has been assigned to the Insurance Committee for oversight. **Electronic Device Committee** – Agreement to form a committee to investigate damage/theft/loss and determine liability. USEP will designate 3 of the 6 members.

Article XI – Salary and School Related Personnel Welfare – Fringe Benefits – The language relating to the Insurance Opt-out Program was removed.

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.

Addendum A – Rules Governing the Salary Schedule – Date Changes only.

CONTINUED MOUS

SRP Referendum Implementation: MOU that details the distribution of Referendum funds to SRP employees including the increased schedule. An average increase of 2.17%.

Targeted SRP Referendum – All critical shortage items from last year are continued for 2025-2026.

SRP with bachelor's degrees serving as Professional Guest Teachers – Continuation of the program with date changes.

Summer Food Service MOU – Date changes, Program Site changes.

FNS Safety Apparel – Date changes and extended the MOU for two years instead of one.

Maintenance Department Shirt Program – Date changes and extended the MOU for two years instead of one.

SRP to Teacher Program – Date changes only.

Relief Transportation Assistants – Program continued for another year.

NEW MOUS

ASEP/Place Discount for Designated Opportunity Network Schools – The same discount that is provided to teachers will also be provided to SRP who work in those designated schools.