

**MEMORANDUM OF UNDERSTANDING**  
**Mutual Proposal**  
**Voluntary Pre-K (VPK) Program**  
**March 25, 2026**

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 2025~~ Summer 2026. 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 Early Childhood Programs Department 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.~~
- ~~b.~~ Each employee who has an interest in working in the program will submit their application via the district hiring platform on or about April 21-29, 2026.
- ~~c.~~ Tentative job openings will be announced by ~~the last student contact day, May 8, 2026.~~
- ~~d.~~ 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
- ~~e.~~ 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- 3<sup>rd</sup>)
  - 2.Preschool Education (0-4)
  - 3.Primary Education (K-3<sup>rd</sup>) or Early Childhood
  - 4.Elementary
  - 5.Family and Consumer Science Education
  - 6.Any other certified staff
- ~~f.~~ When it is judged that professional qualifications and ability are substantially equal among applicants for the program to be offered, district seniority shall prevail.

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

June 8 - July 30 with the following Fridays being closed: 6/12, 6/19, 6/26, 7/3, 7/10, 7/17, 7/24.

- Planning /Training Day: ~~June 4, 2025, 7.5 hrs./day.~~  
June 5, 2026, 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 5-6, July 28-29 7:45 am - 4:45 pm (9 hrs./day)  
June 9 - July 24 7:15 am - 5:15 pm (10 hrs./day)~~

June 8 - July 23 7:15 am - 5:15 pm (10 hrs./day)  
July 27 - July 30 7:45 am - 4:45 pm (9 hrs./day)

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

June 8 - July 30 (June 12, 19, 26, July 3, 10, 17, 24 off)

June 8 - July 23 Student Day: 7:30 - 5:00 (9.5 hrs./day)

July 27 - 30 Student Day: 8:00 - 4:30 (8.5 hrs./day)

**Job Expectations:**

- a. Each teacher is assigned a maximum of 12 children.
- b. 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.
- c. Every teacher is expected to participate in outdoor play activities with the children.
- d. Children may need toileting assistance, as there may be some children who do not independently use the toilet.
- e. There will be specific curriculum/lesson plans that must be followed.
- f. The teacher will be co-located in a classroom with another teacher, where possible.
- g. Instructional materials and supplies will be provided to all teachers during this program.
- h. Teachers will be trained to administer pre and post assessments.
- i. Teachers will administer the VPK FAST Progress Monitoring System within the timelines as required.
- j. If required by the State, an environmental observational tool will be completed through onsite teacher observation of the learning environment and teacher/child interactions.
- k. The VPK Monitoring Tool will be administered.
- l. In order to continue to maintain compliance with State requirements, teachers must take any required VPK training 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:**

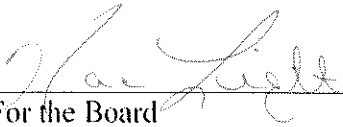
Up to one (1) instructional assistant per class may be allocated if an odd number of classes are located at the site with approval from the Director of Early Childhood Programs.

**Pay Rate:**

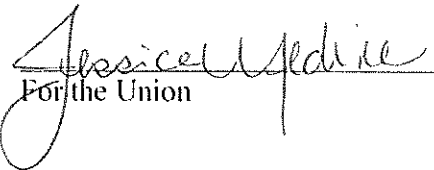
- Teachers will be paid their hourly rate up to \$36.06.
- An instructional assistant will receive his/her hourly rate of pay.
- Substitutes in this program will be paid their hourly rate up to \$36.06 and are subject to the same qualification requirements as the full-time teachers.

**Program Evaluation**

The District and Union agree to meet at the conclusion of the Summer ~~2025~~ 2026 VPK program and evaluate the components of the program, its implementation and discuss any potential modifications to future years' program, should they exist.

  
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For the Board

Date 4/7/2026

  
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For the Union

Date 4/7/2026