

MEMORANDUM OF UNDERSTANDING

Between the
St. Johns County School District

And the
St. Johns Education Association

And the
St. Johns Educational Support Professional Association

2024-2025

This Memorandum of Understanding (“MOU”) is written to serve as an agreement among the St. Johns County School District and the St. Johns Education Association and the St. Johns Educational Support Professionals Association regarding the pending one-mill referendum initiative (“Referendum”). The Referendum currently has three main categories of expenditures: A copy of the School Board Resolution 2025-06 is incorporated into this MOU by reference.

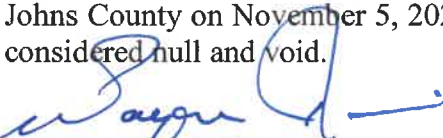
- 1) Recruit and retain high-quality teachers and staff by paying competitive compensation as compared to surrounding school districts,
- 2) Continue to invest in school safety and student welfare, including school nurses and special education
- 3) Preserve and enhance educational programs, including science, technology, art, music and athletics,

In addition, pursuant to Florida Statutes, the millage, if passed, would be implemented beginning with the fiscal year starting July 1, 2025.

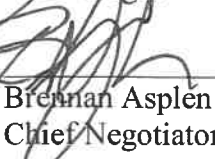
In the event the Referendum should pass on November 5, 2024, it is the understanding of both parties that 85 percent of the proceeds (net of the pro rata share to be distributed to charter schools) each year of the Referendum will be allocated to Category One – Recruit and retain high-quality employees. The aforementioned funds will be negotiated in the form of an FRS eligible supplement to the employee as this revenue stream is only for a four-year period. St. Johns County School District commits to bargaining sessions on ~~November 13th and November 20th~~ 2024 for further negotiations, or mutually agreed upon dates.

All the revenue and expenditure categories mentioned above will ultimately benefit all students directly and benefit the community globally.

This Memorandum of Understanding is valid only if the Referendum is passed by the general electorate of St. Johns County on November 5, 2024. In the event the Referendum fails at the ballot box, the agreement will be considered null and void.



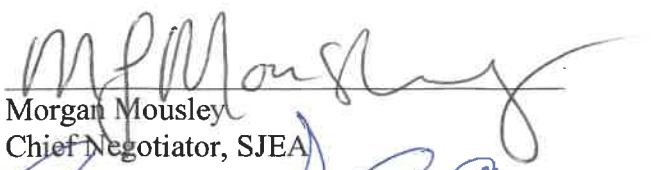
 Wayne N. King
 Chief Negotiator



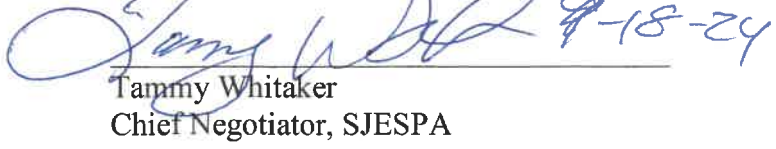
 Brennan Asplen
 Chief Negotiator

18th Sept 24

 Date



 Morgan Mousley
 Chief Negotiator, SJEA



 Tammy Whitaker
 Chief Negotiator, SJESPA

9-18-24

 Date