

MEMORANDUM OF UNDERSTANDING
BETWEEN
ST. JOHNS COUNTY SCHOOL DISTRICT ("District")
AND THE
ST. JOHNS EDUCATIONAL SUPPORT PROFESSIONAL ASSOCIATION ("SJESPA" or "Union")
Referendum Supplement

In accordance with the language of the 2024 local referendum, the district will commit eighty-five percent (85%) of the total funds raised through the one mill increase to attract and retain high-quality teachers and staff with competitive salaries and provide additional staff to support student needs. For clarification purposes the additional fifteen percent (15%) will be dedicated to educational programs. (See previous MOU.)

This annual salary supplement will be paid during the following School Years: 2025-2026, 2026-2027, 2027- 2028, and 2028-2029. The parties shall meet no later than May 1st of each year this agreement is in effect to review revenue, reports from the citizen's oversight committee, and determine any needed changes to the agreement. This agreement shall sunset at the end of the 2029 fiscal year, unless the millage referendum is renewed by the voters of St. Johns County in a future election, in which case the parties will meet at a mutually agreeable time to negotiate updates to this agreement.

~~The parties agree that the amount of funds distributed to the non-instructional employees shall be based on the percentage of the non-instructional employees proportional to the total amount of employees eligible for the supplement.~~

The **total amount of each** supplement shall be ~~\$6,027.45~~ **equal for all full-time allocated positions in the bargaining unit. For example, based on the current estimates of one mil tax revenue for the 2025-2026 school year, that amount would be \$6110.00.**

This supplement will be paid out under the following conditions:

1. This payment is a supplement to the employee's base pay and shall be treated as salary.
2. This salary supplement shall be FRS eligible for every employee.
3. This salary supplement will be paid within the employee's regularly scheduled paychecks **during their contracted year.**
4. Regular payments will be clearly identified on the employee's pay stub.
5. If payments do not begin on the employee's first paycheck of each contractual year, the employee will receive a retroactive payment to July 1 of each fiscal year.
6. Employees who are returning from leave, newly hired, and begin work after the start of their contractual year ~~or part-time employees~~ will receive a prorated share of the annual supplement **starting with their first paycheck.**
7. **Part time employees will be eligible for one half of the amount determined for full-time employees.**
8. **Part time as needed employees are not eligible for this supplement.**
9. **Payments of supplements will stop upon termination of employment.**

Prior to the distribution of supplements, the District and Union will review all calculations. Initial supplement calculations shall be based upon the estimate of revenue to be generated. Should revenue exceed the initial estimates, the difference shall be **carried forward and added to the amount allocated for the following school year for negotiations of these funds with SJESPA employees** ~~distributed equally to eligible employees in the non-instructional unit with the entire remaining balance of all supplements to be paid with the final June paycheck.~~

Brennan Asplen, Chief Negotiator
St. Johns County School District
Date:

Tammy Whitaker, Chief Negotiator
St. Johns Educational Support Professional Association
Date: