

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 MOU outlines the agreement between St. Johns County School District, the SJEA, and the SJESPA regarding the allocation of funds from the Referendum to support key initiatives.

As a reminder, the objectives of the referendum are:

- 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,

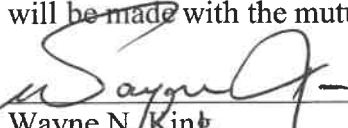
In addition, pursuant to Florida Statutes, the millage, will be available beginning with the fiscal year starting July 1, 2025.

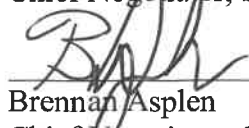
Based upon the MOU dated September 18, 2024 (Attachment I), it is the understanding of both parties that 85 percent of the proceeds (net of the pro rata share to be distributed to charter schools) each year of the Referendum will be allocated to Category One – Recruit and retain high-quality employees.

In addition, the allocation of funds will be based on the prorated value of each of the three employee groups (Attachment II). Furthermore, based on property values estimate as of the date of the MOU, the funds will be distributed to SJEA members and SJESPA members based on the negotiated formula.

The funds will be used exclusively for the initiatives outlined in the categories above.

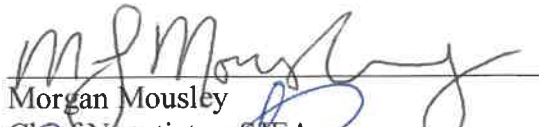
The MOU will be in effect from July 1, 2025, through June 30, 2026, and reviewed annually and any amendments will be made with the mutual consent of all parties.

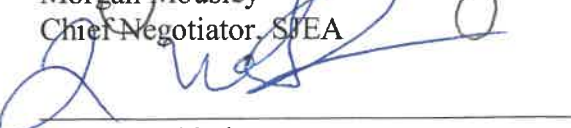

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11-19-24


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