

MEMORANDUM OF UNDERSTANDING
BETWEEN
ST. JOHNS COUNTY SCHOOL DISTRICT ("District")
AND THE
ST. JOHNS EDUCATION ASSOCIATION ("SJEA" 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 1 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) The parties agree that the amount of funds distributed to instructional employees shall be based on the percentage of instructional employees proportional to the total amount of employees eligible for the supplement.

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.

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.
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 retroactive payment to July 1 of each fiscal year.
6. Employees who are returning from leave or who are newly hired and begin work after the start of their contractual year will receive a prorated share of the annual supplement.

The funds reserved for the instructional unit shall be paid to employees within the instructional bargaining unit in referendum supplements calculated as follows:

1. Identify the number of teachers in each district instructional experience band to include the most recent year of experience prior to the current school year:
 - a. Years 0-5: \$4,450 (1.0 supplement factor)
 - b. Years 6-10: \$5,562 (1.25 supplement factor)
 - c. Years 11-15: \$6,675 (1.5 supplement factor)

- d. Years 16-20: \$7,787 (1.75 supplement factor)
- e. Years 21+: \$8,900 (2.0 supplement factor)
- 2. 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 distributed to eligible employees in the instructional unit using the supplement factor with the entire remaining balance of all supplements to be paid with the final June paycheck.

Funds generated from the millage referendum are intended to supplement employee base salaries and are not intended to diminish or supplant any other funds available to increase employee wages each year.

Wayne King, Chief Negotiator
St. Johns County School District

Morgan Mousley, Chief Negotiator
St. Johns Education Association

Date

Date