

MEMORANDUM OF UNDERSTANDING

Between the
St. Johns County School District
And the
St. Johns Education Association

2026-2027 School Year **“Differentiated Pay”**

It is agreed that the following negotiated rates are to be in place for the 2026-2027 school year. This award is a one time “bonus” and will not be added to the employee’s base salary.

Hard to Fill Teaching Position:

Identified: Self Contained (ACCESS & EBD only), Speech Language Pathologists and School Counselors

Awarding: Self Contained ACCESS & EBD teachers will receive approximately \$1,100

Awarding: Speech Language Pathologists will receive approximately \$1,400

Awarding: School Counselors will receive approximately \$450

Awarding: Algebra 1 and 1A (HS only) lead teachers will receive \$50 per student that earns a passing score (Level 3 or higher) on PM3.

**Please note: This will be paid to employees in August 2027 once final scores are reported.*

Awarding: Intensive Reading (HS & MS only) lead teachers will receive \$50 for each student who either earns a passing score (Level 3 or higher) or improves from a Level 1 to a Level 2 on PM3.

**Please note: This will be paid to employees in August 2027 once final scores are reported.*

Awarding: Algebra 1 and 1A (HS only) VE Support Facilitation teachers will receive \$25 per student that earns a passing (Level 3 or higher) on PM3.

**Please note: This will be paid to employees in August 2027 once final scores are reported.*

Teachers at Title 1/High Poverty Schools:

**The employee must be assigned directly to the school building; employees supervised by the district office are not eligible.*

**Evelyn Hamblen/Gaines are supported in a separate MOU.*

Identified: Instructional employees at Title 1/High Poverty Schools
(St. Augustine HS, Pedro Menendez HS, Gamble Rogers MS, Sebastian MS, RJ Murray MS, Ketterlinus, Hartley, Osceola, Crookshank, Webster, Otis A Mason, South Woods)

Awarding: Instructional employees at Title 1/High Poverty Schools identified as teaching 50% or more will receive \$850

Awarding: Instructional employees at Title I/High Poverty schools who are assigned to hard-to-fill teaching positions will receive the higher of the two supplements, but not both.

Awarding: Algebra 1 and Intensive Reading staff who meet the above qualifications for Hard-to-Fill positions will be compensated through the Title I/High Poverty allocation first. Should additional compensation from the Hard-to-Fill allocation be necessary beyond this amount, those payments will be distributed in August 2027.

Rollover:

This distribution only applies if there is leftover Differentiated Pay rollover money at year-end, and only if it results in at least \$50 per person otherwise, no award will be issued.

Self-Contained teachers get double the points of Counselors and SLPs, who share the same lower point value. The pool is divided by everyone's total points to get a dollar value per point, then each person's award is just their points times that value.

**Please note: Payment to employees, if any, will occur no later August 2027 and is contingent upon the availability of remaining funds.*

Eligibility & Payment Terms:

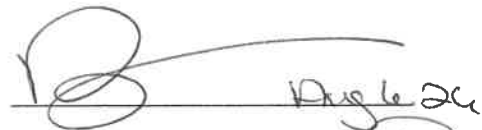
Instructional employees in any category above who started after January 4, 2027, will receive 50% of the identified award in the area for which they qualify. Instructional employees must be employed in the above identified position when the award is received. Salary supplements will appear in a paycheck on or before June 19, 2027. Teachers must be employed through June 1, 2027, to receive this award.

The undersigned Differentiated Pay Committee representatives do hereby agree to the pay plan as outlined in this Memorandum of Understanding for the 2026-2027 school year.



Jesse Biesiada

Chief Negotiator, SJEA



Paul Abbatozzi, SJCSD

Chief Negotiator, SJCSD

