

MEMORANDUM OF UNDERSTANDING  
BETWEEN  
ST. JOHNS COUNTY SCHOOL DISTRICT  
("District") AND THE  
ST. JOHNS EDUCATION SUPPORT PROFESSIONALS 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 (net of the pro rata share to be distributed to Charter schools) raised through the 1 mill increase to recruit and retain high-quality teachers and staff with competitive compensation as compared to surrounding school districts. For clarification purposes the remaining fifteen percent (15%) will be dedicated to other educational expenses (see previous MOU dated 12/17/24). The parties agree that the amount of funds distributed to educational support employees shall be based on the percentage of educational support 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 advisory committee, and determine any needed changes to the agreement.

~~It is agreed by all parties that the union president or designee will be a member of the citizen advisory committee.~~

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.

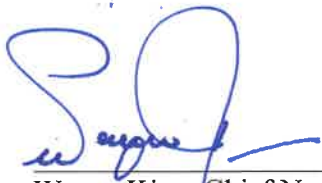
This supplement will be paid out under the following conditions:

1. Regular full-time employees as defined by Article VI (C) shall receive the full negotiated amount.
2. Regular part-time employees shall receive half of the full-time employee amount.
3. Employees holding Part Time As Needed positions are not eligible for this supplement.
4. This payment is a supplement to the employee's base pay and shall be treated as salary.
5. This salary supplement is FRS eligible in accordance with the law.
6. This salary supplement will be paid within the employee's regularly scheduled paychecks.
7. Regular payments will be clearly identified on the employee's pay stub.
8. 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.
9. 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.
10. Any employee on a board approved unpaid leave of absence will not receive the supplement until they return to work and will receive a pro-rated share of the annual supplement.
11. Employees that terminate employment for any reason prior to the end of the contract year will not be eligible for further supplement payments past their end date.

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

1. Total funds available for educational support professional unit will be determined by the ~~Final Conference Report (FCR) in May/June~~ July 1 certified tax roll provided by the St. Johns County Property Appraiser's Office.
2. Total educational support funds will be divided by the total number of educational support positions and distributed evenly.  
\*\*\* Projection (See Attachment)  
Total educational support funds available:  
Total education support positions:  
 $2,256 \text{ divided by } \$16,221,017 = \$7,190$  for each education support position.
3. The amount each full-time employee will receive will be no less than \$7,190 as long as the total value of one mill is not less than \$64,478,798.
4. Any additional referendum funds generated in the 26-27 SY to the educational support professional unit will be carried forward and added to the next year's available funds.

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

July 27th 2026  
Date



Bethany Koch, Chief Negotiator  
(SJESPA), NEFSU

7/27/26  
Date