

## **MEMORANDUM OF UNDERSTANDING**

Between the  
St. Johns County School District  
And the  
St. Johns Education Association  
2026-2027 School Year

### **“PLCP & CET Mentor Supplements”**

This memorandum is written to serve as an agreement between the St. Johns County School District and St. Johns Education Association. The intent of this memorandum is to support the provision of mentor services to teachers in the Professional Learning Community Program (PLCP), teachers who are new to the District, and/or college-based interns assigned by the District.

#### **Terms of Agreement**

#### **1. Eligibility. To qualify the supplement, the mentor must:**

- a. Hold a valid professional certificate
- b. Have at least three years of P-12 teaching experience
- c. Have completed training in clinical supervision and participate in ongoing mentor training provide through the coordinated system of professional learning under Section 1012.98(4)(e),F.S.
- d. Earn an effective or highly effective rating on their previous year’s performance evaluation Florida Department of Education
- e. Be assigned as an official mentor to a PLCP teacher and/or a college-based intern during the applicable semester.

#### **2. Compensation**

- a. PLCP Mentors
  - i. The District agrees to pay a supplement of up to (prorated based upon hours submitted in the log) five hundred dollars (\$500.00) per year to eligible mentors for mentoring one PLCP teacher.
  - ii. If a trained teacher mentor mentors more than one PLCP teacher per year, they are eligible for a supplement of up to (prorated based upon hours submitted in the log) one thousand dollars (\$1,000) per year for provision of these services.
- b. New Teacher and Pre-Service Teacher Mentors
  - i. The District agrees to pay a supplement of up to (prorated based upon hours submitted in the log) four hundred dollars (\$400.00) per year to eligible mentors for mentoring new and pre-service teachers.
  - ii. If a trained teacher mentor mentors more than one new teacher and/or pre-service teacher, they are eligible for a supplement of up to (prorated based upon hours submitted in the log) eight hundred dollars (\$800.00) per year for provision of these services.
- c. All mentor logs must be submitted with required hours for approval prior to any compensation being awarded.

- d. Supplements will be paid out annually by the close of the school year.
- e. If all requirements are met, up to (prorated based upon hours submitted in the log) 40 Professional Learning points are also awarded.

**3. Responsibilities of Mentor**

- a. Provide mentoring and support consistent with CET training principles.
- b. Meet regularly with the assigned PLCP teacher, teacher who is new to the District, and/or college-based intern.
- c. Document mentoring activities as required by the District and submit by deadlines requested.
- d. Participant in ongoing mentor training.

This MOU is valid for the 2026-2027 academic year. This MOU is contingent on continued funding from Title II. Renewal for subsequent academic years will be subject to review, satisfactory performance, and continued funding availability.

  
\_\_\_\_\_  
Jesse Biesiada

2/28/26  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Paul Abbatinuzzi

2/28/26  
\_\_\_\_\_  
Date

**ARTICLE VI**  
**Professional Employee Working Conditions**

- A. The length of the professional employee workday shall normally be seven (7) hours and thirty (30) minutes with the regular workweek no longer than thirty-seven (37) hours and thirty (30) minutes. On the day preceding Winter Break and the last day of school for students, the professional employees' day shall end one hour earlier than normal, or thirty minutes after the students are dismissed, whichever is earlier.
- B. During pre- and post-planning and other days during the school term when lunch rooms are not in operation, professional employees shall receive a one (1) hour duty-free lunch period.
- C. The regular school lunch period for each professional employee shall consist of thirty (30) minutes duty free during the school day. Every effort will be made to schedule this lunch period during the time the cafeteria is serving lunch.
- D. The Board shall provide in each school a lunch area, restroom and lavatory facilities exclusively for employee use and at least one (1) room for staff lounge where space and facility is available.
- E. Every effort will be made to prevent classroom interruptions. Interruptions will be kept to a minimum and with administrative approval.
- F. Classroom visitations by anyone other than Board employees shall be allowed only after consent has been granted by the building principal, or their designee, after consultation with the professional employee involved and with at least 24 hours' notice.
- G. The Board shall provide all safety items required by Florida law. Professional employees are required to furnish all personal items of clothing needed to effectively carry out their assigned responsibilities. The Association will encourage all employees to work safely, using all proper safety procedures.
- H. Professional employees shall not conduct Association business during duty hours. Both the Association and the Board recognize that the employee workday is specifically for performing teaching duties and other assigned responsibilities.
- I. A conference area shall be provided in each school for necessary professional employee conferences with parents or students.
- J. Professional employees shall be given twenty-four (24) hours' notice of a parent conference and shall have the option of rescheduling such appointment if it interferes with a prior commitment when scheduled during professional employee's contract time.
- K. Nothing in this Agreement will be interpreted to prevent the Board from utilizing its employees in activities relating to accreditation, or minimum educational standards required by law, provided appropriate in-service points will be earned by the professional employees involved in these professional activities.
- L. The administration will make every effort to make equitable assignments of supervisory duties. When it is necessary that professional employees supervise students before and after the established school day, all professional employees shall participate in such duties. When a professional employee's assignment to a school is 59% time or less, they will be assigned no

  
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- additional duties. When a professional employee's assignment is 60% or more, duties, when assigned, will be at an equitable rate.
- M. Professional employees shall be encouraged and may be required to participate in Inservice activities that relate to identified weaknesses, if scheduled during duty hours.
  - N. When school is not in session, professional employees may be given access to the building, when necessary, by arranging such access with the building principal or designee.
  - O. Telephones shall be designated by a principal or building administrator for reasonable use of a professional employee for local calls, provided that:
    - 1. The use of the telephone does not conflict with the professional employee's assigned duties and responsibilities.
    - 2. The telephone is used for personal, non-business (except school business) purposes.
  - P. Teachers may schedule among themselves relief periods, which assure proper supervision of their students provided the schedule is approved by the principal or their designee except in cases of emergency.
  - Q. Off-street parking facilities shall be designated for professional employees where available.
  - R. Both the Association and the Board recognize that the employee workday is specifically for performing teaching duties and other assigned responsibilities. However, with the prior approval of the principal or supervisor, a professional employee may be authorized to leave their assigned school (absent from duty) during the professional workday.

The following conditions apply:

- 1. A professional employee shall be entitled to one hundred and twenty (120) minutes of flexible time per month during non-scheduled student contact time, except on county-wide early release days, when Professional Learning (PL) is scheduled. This "absent from duty" leave may be taken provided the professional employee is to make up this time within ten (10) working days on a schedule convenient to the professional employee and approved by the principal/designee.
- 2. Provided the Principal has been notified and has approved the request for "absent from duty" leave, a professional employee may take up to three (3) hours during the unencumbered planning day at the end of each quarter. The employee must make up this time within ten (10) working days on a schedule convenient to the professional employee and approved by the principal/designee or by using time already recorded as indicated in the note below.
- 3. Time off involving more than the hours designated in 1 and 2 shall not be authorized under the above provision. Should more than the defined "absent from duty" hours be required by the professional employee, the regular leave policies of this Agreement will apply (Article XIA, Leave With Pay).
- 4. In addition to the above flexibility of professional employee workday, the building principal or supervisor may provide an adjusted workday within the 37 1/2 hour workweek to accommodate the needs of the professional employee or the school system.

Any temporary adjusted workday shall be mutually agreed upon by the principal and the employee.

The principal or supervisor may also use this flexibility of professional employee workday to compensate the professional employee for assigned duties outside the normal workday.

Note: A record-keeping system as determined by the principal (supervisor) or as required by the Board will be utilized by the professional employee to assure accurate records and meet auditing requirements. Also, the professional employee's failure to make up time under (1 and 2) above within the outlined provisions will be charged leave under (3) above.

- S. In arranging schedules for teachers who are assigned to more than one school, an effort shall be made to limit the amount of inter-school travel. When required, travel will be paid at the currently approved Board rate.
- T. Any conditions which the professional employee considers unsafe or hazardous shall be reported via email promptly to the professional employee's immediate supervisor or principal, who will determine if the condition is unsafe and what action is to be taken. The supervisor will respond via email within 5 working days.
- U. Planning time is provided for the purpose of instructional planning
  - 1. Elementary teachers and Speech Language Pathologists at all levels shall have a planning period of at least **thirty (30)** ~~forty (40)~~ consecutive minutes during the employee workday. Every effort shall be made to schedule planning time during the student day. An additional **one hundred (100)** ~~one hundred fifty (150)~~ minutes of planning time shall be established during the normal workweek. Every effort shall be made to ensure the longest block of consecutive minutes possible. No more than one planning period per week shall be reserved for PLC collaboration. ~~This will begin the 2027-2028 school year.~~
  - 2. Middle school teachers shall have a planning period of at least fifty (50) consecutive minutes during the employee workday. Every effort shall be made to schedule planning time during the student day. No more than one planning period per week shall be reserved for PLC collaboration.
  - 3. High school teachers shall have a planning period of at least fifty (50) consecutive minutes during the employee workday. No more than one planning period per week shall be reserved for PLC collaboration.
  - 4. Alternative schools shall have at least two hundred and fifty (250) minutes of planning during the employee workweek. Every effort shall be made to schedule such time in daily consecutive fifty (50) minute blocks. Those programs that currently require 6½ hours of student supervision shall be given one hundred and fifty (150) minutes of planning time during the employee workweek. No more than one planning period per week shall be reserved for PLC collaboration.

5. ~~Case Managers of students with IEPs or EPs will be provided on campus TDE days for the purpose of completing IEP or EP requirements at their worksite.~~
  - a. ~~Seven (7) – fourteen (14) cases: One (1) on campus Temporary Duty Elsewhere (TDE) day per school year.~~
  - b. ~~Fifteen (15) – twenty nine (29) cases: Two (2) on campus Temporary Duty Elsewhere (TDE) days per school year.~~
  - c. ~~Thirty (30) or more cases: Three (3) on campus Temporary Duty Elsewhere (TDE) days per school year.~~

~~At the agreement of the employee and their administrator these days may be used in full or half day increments.~~

6. In the event an employee teaches more than one prep, they shall only be required to be part of one PLC per week.
  7. Every effort will be made not to assign a teacher more than two (2) preps.
  8. Professional employees may be required to participate in in-service activities during normal duty hours. The parties agree that required in-service activities during normal duty hours should be scheduled at least ten days in advance. Inservice activities scheduled on weekly early release days may be scheduled twice a month. Two Wednesdays per month will be reserved for individual teacher planning. If there is a month with five (5) Wednesdays, the 5<sup>th</sup> Wednesday is reserved for individual teacher planning. Exceptions will be made where in-service is planned to meet specific identified weaknesses of an individual or when it is part of a school improvement plan and agreed to by consensus of the faculty at that school. Every effort will be made to provide the maximum amount of unencumbered time on weekly early release days for the purpose of planning for enhanced student achievement. In addition, every effort shall be made to involve teachers in the development of faculty meetings and in-service opportunities.
- V. Employees shall not be required to "clock in" or "out".
- W. A two-way communications system shall be installed/available in every classroom.
- X. Reasonable notice shall be given for any projects or assignments that professional employees are expected to accomplish.
- Y. In all cases, every effort shall be made to secure a substitute in the event of a professional employee's absence.
1. ~~Any unfilled substitute assignments of instructional personnel shall be rotated equitably among all professional employees. Volunteers will be sought first.~~

2. ~~When 4 or more students are placed into a classroom teacher's room by the principal/designee due to another teacher's absence, they shall receive their hourly rate of pay as follows:~~
    - a. ~~Up to one half day: 1 hour at the teacher's hourly rate of pay~~
    - b. ~~Over one half day: 2 hours at the teacher's hourly rate of pay~~
  3. ~~Middle and high school level classroom teachers who are assigned to substitute during their designated planning period shall be paid one hour at the teacher's hourly rate of pay. Those assigned a block schedule period shall be paid two hours at the teacher's hourly rate of pay.~~
  4. ~~Associate Teachers who take on the responsibility of lead teacher due to the absence of the lead teacher in any assigned classroom other than their primary assignment, shall receive their hourly rate of pay as follows:~~
    - a. ~~Up to one half day: 1 hour at the Associate Teacher's rate of pay~~
    - b. ~~Over one half day: 2 hours at the Associate Teacher's rate of pay~~
  5. ~~Deans, ILCs, Testing Coordinators, School Counselors, Media Specialists, and other non-classroom who are assigned to substitute shall be paid as designated in number two (2) above.~~
  6. ~~VE teachers should not be pulled from support facilitation duties. VE teachers who take on the responsibility of lead teacher during their designated planning period due to the absence of the lead teacher in any assigned classroom other than their primary assignment, shall receive compensation to align with #2 and #3 above.~~
  7. ~~In order to qualify for compensation, all jobs must be vacant and verified in the substitute system.~~
- Z. Any unfilled substitute assignments shall be rotated equitably among all professional employees; however, volunteers shall always be sought.
- AA. Except in the case of an emergency, the students of an absent professional employee shall not be divided and placed into the classes of other professional employees.
- BB. Teachers may not be asked to substitute in an absent teacher's class during the designated planning period except in an emergency.
- CC. ~~At the beginning of the school year for year-long courses, or at the start of each semester for semester-long courses, administrators shall ensure the equitable distribution of regular education students. This applies by grade level or specialized area in elementary schools, and by subject and level in secondary schools. Equity shall be considered with respect to class size, student discipline history, and academic ability levels.~~

Every effort shall be made prior to the first day of school ~~at the beginning of the school year (year-long courses) or semester (semester courses)~~ to provide for an equitable distribution of students among teachers teaching common courses. ~~of regular education students on any grade level or specialized area in the elementary schools and by subject and level in the secondary schools with respect to class size, discipline history, IEPs, and ability levels.~~ While reasonable efforts should be made to ~~maintain~~ review distribution levels as much as possible throughout the

year, it is understood that mobility factors and the timely accessibility of student information will impact distribution equity. The school principal, retains sole discretion and final authority over student placement decisions ~~with input from classroom teachers, shall have the authority and the responsibility to provide for the foregoing provisions.~~

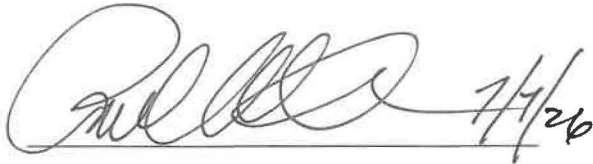
**Memorandum of Understanding  
Between the  
St. Johns County School District  
And  
St. Johns Education Association  
2026-2027**

The St. Johns County School District and the St. Johns Education Association agree to the following compensation for the 2026-2027 school year in order to implement the Classroom Teacher and Other Instructional Personnel Salary Increase Allocation.

1. Pursuant to the Classroom Teacher and Other Instructional Personnel Salary Increase and Florida laws governing this allocation for the 2026-2027 school year, the funds presented to the St. Johns County School District in the Conference Report (Florida Education Finance Program) dated May 26, 2026 will be distributed to Full Time Classroom Teachers and defined in Florida Statute 1012.01(2)(a) and as provided in House Bill 5001E, House Bill 5003E and the general appropriations language which include:
  - a. The Appropriation is to provide salary increases to full-time classroom teachers and certified prekindergarten teachers funded in the Florida Education Finance Program with at least ten years of full-time teaching experience in a Florida public school.
  - b. The District's total amount available less the employer portion of FRS and FICA is \$2,932,800.
  - c. The amount of such increase may not exceed \$3,000. If the growth allocation amount is insufficient to provide \$3,000 per eligible teacher, then the allocation should be used to provide the highest increase per teacher achievable.
  - d. If the school district has any funds remaining after providing the salary increases, the school district must use these funds to provide salary increases to instructional personnel or for increased costs related to personnel compensation. The district and the association agree that there are no additional funds remaining after allocating to those eligible in #1 above.
  - e. The Appropriation is to provide salary increases to Full Time Classroom Teachers and Associate Teachers whose hire date into a regularly established classroom teacher position prior to July 1, 2026, and worked a minimum of 99 days during the 2025-2026 school year in the St. Johns County School District.
  - f. Full-time classroom teachers who meet this criteria will receive a base pay increase of \$2,400.

SJCSD Proposal 7-7-26 #2

- Full time classroom teachers who work 60% or more will earn a prorated amount as with their current salary.
- Full time classroom teachers who terminate employment prior to the end of their contract for the 2026-2027 school year will receive a prorated amount.



Paul Abbatinuzzi  
Chief Negotiator

St. Johns County School District

Date



Jesse Biesiada  
Chief Negotiator  
SJEA

Date

## **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:**

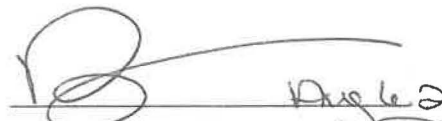
Instructional employees in any category above who started after January 4, 2027, will receive 50% of the identified award in the area for which they qualify. Instructional employees must be employed in the above identified position when the award is received. Salary supplements will appear in a paycheck 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 Abbaticozzi, SJCSD  
  
Paulo Ramon  
Chief Negotiator, SJCSD

Memorandum of Understanding  
Between the  
St. Johns County School District  
And  
St. Johns Education Association  
2026-2027 School Year

**“Sources of Strength”**

This memorandum is written to serve as an agreement between the St. Johns County School District and St. Johns Education Association. The intent of this memorandum is to support the implementation and sustainment of the Sources of Strength program within the school communities during the 2025-2026 school year. The goal of this collaboration is to promote mental wellness, foster positive coping mechanisms, and prevent suicide through peer-led initiatives.

**Funding and Compensation**

The District Sources of Strength Team will provide \$1,500.00 to the schools that successfully implement the Sources of Strength program during the specified academic year. This funding is contingent upon the availability of funds from the Mental Health Assistance Allocation (MHAA).

**Roles and Responsibilities**

The Principal of each school with this program will identify one or more dedicated staff member(s) to serve as Sources of Strength Champion(s), following standard procedures for allocating supplements as described in Article XVII (F). The allocated \$1,500.00 may be split among multiple champions as determined by the Principal, to compensate for their time and effort in fulfilling the responsibilities outlined below.

Champions at each school should:

1. Facilitate Peer Leader Training: The Champion(s) will assist in facilitating one (1) school-based Peer Leader Training per academic year, in close coordination with the District Sources of Strength Team.
2. Hold Peer Leader Meetings: The Champion(s) will hold a minimum of four (4) Sources of Strength peer leader meetings throughout the academic year to engage and support peer leaders.
3. Run Campaigns: The Champion(s) will assist their school team in running a minimum of two (2) Sources of Strength campaigns within the school community. These campaigns should align with the SOS program's principles and aim to promote protective factors and reduce risk factors.
4. Reporting: The Champion(s) will share photos and a brief description of the conducted campaigns with the District Sources of Strength Team by May 30th of the current academic year.

The District Sources of Strength Team agrees to provide initial training and ongoing support to the identified Sources of Strength Champion(s), coordinate and collaborate

with the Champion(s) for the successful execution of the school-based Peer Leader Training, offer resource, materials, and guidance for running effective Sources of Strength campaigns and process the \$1,500.00 allocation to the school upon satisfactory fulfillment of the outlined responsibilities.

This MOU is valid for the 2026-2027 academic year, commencing on August 4, 2026 and concluding on May 29, 2026. This is a yearly MOU and is contingent on continued funding from the Mental Health Assistance Allocation (MHAA). Renewal for subsequent academic years will be subject to review, satisfactory performance, and continued funding availability.

This Memorandum of Understanding begins July 1, 2026, and shall expire on June 30, 2027.

 25JUN26  
\_\_\_\_\_  
Jesse Biesiada Date

 6/25/26  
\_\_\_\_\_  
Paul Abbatinuzzi Date

MEMORANDUM OF UNDERSTANDING

BETWEEN

ST. JOHNS COUNTY SCHOOL DISTRICT ("District")

AND THE

ST. JOHNS EDUCATION ASSOCIATION ("SJEA" or "UNION")

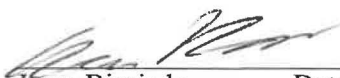
**Insurance Plan Design & Premium Increases MOU**

This Memorandum of Understanding ("MOU") is entered into by and between St. Johns County School District and St. Johns Education Association. The parties acknowledge and agree to the insurance plan design changes and premium adjustments that will go into effect January 2027 – December 2027 as outlined in the attached documents, Appendix D and Insurance Premiums.

By signing below, the parties affirm their agreement to the insurance plan design modifications and premium increases as described in the attachments.

~~It is the understanding of these parties that the plan design and premiums will be reevaluated before the expiration of this MOU to monitor the effect on the health of the insurance fund, with the intention of improving the overall plan.~~

This Memorandum of Understanding begins July 1, 2026, and shall expire on June 30, 2027.

  
Jesse Biesiada      Date 28 Jul 28

  
Paul Abbatinuzzi      Date 7/28/26

**St. Johns County School District**

1/1/2027

|                                          | FL Blue<br>BlueOptions |                    | FL Blue<br>BlueOptions |                    | FL Blue<br>BlueOptions    |                                          |
|------------------------------------------|------------------------|--------------------|------------------------|--------------------|---------------------------|------------------------------------------|
|                                          | PPO<br>Hospital 1      | PPO<br>Hospital 2  | PPO<br>Hospital 1      | PPO<br>Hospital 2  | PPO<br>5906<br>Hospital 1 | PPO<br>(Prior Hos 1 05770)<br>Hospital 2 |
|                                          | Current                |                    | Renewal                |                    | Option 3                  |                                          |
| <b>IN NETWORK</b>                        |                        |                    |                        |                    | <b>Accepted 260408</b>    |                                          |
| Deductible (CYD): (Ind / Fam)            | \$1,000 / \$3,000      | \$300 / \$600      | \$1,000 / \$3,000      | \$300 / \$600      | \$5,000 / \$10,000        | \$2,000 / \$6,000                        |
| Coinsurance: Carrier / Member            | 80% / 20%              | 80% / 20%          | 80% / 20%              | 80% / 20%          | 80% / 20%                 | 80% / 20%                                |
| Physician Services: PCP / Specialist     | \$30 / \$60            | \$30 / \$50        | \$30 / \$60            | \$30 / \$50        | \$10 / \$100              | \$10 / \$75                              |
| Independent Diagnostic Lab/X-Ray/AIS     | \$30                   | \$30               | \$30                   | \$30               | CYD + 20%                 | \$50, CYD + 20% AIS                      |
| Outpatient Surgery and Services          | CYD + 20%              | CYD + 20%          | CYD + 20%              | CYD + 20%          | CYD + 20%                 | CYD + 20%                                |
| Emergency Room Services                  | \$100 + CYD + 20%      | \$100 + CYD + 20%  | \$100 + CYD + 20%      | \$100 + CYD + 20%  | CYD + \$250 + 20%         | \$200 + CYD + 20%                        |
| Urgent Care Services                     | \$30                   | \$30               | \$30                   | \$30               | \$75                      | \$60                                     |
| Rx Deductible                            | \$200                  | \$0                | \$200                  | \$0                | \$300                     | \$0                                      |
| Prescription Drugs - Generic             | \$20                   | \$15               | \$20                   | \$15               | \$20                      | \$10                                     |
| Prescription Drugs - Brand               | \$35                   | \$30               | \$35                   | \$30               | \$70                      | \$50                                     |
| Prescription Drugs - Non-formulary Brand | \$55                   | \$50               | \$55                   | \$50               | \$110                     | \$80                                     |
| Out of Pocket Maximum (Ind / Fam)        | \$5,000/\$13,200       | \$5,000 / \$13,200 | \$5,000/\$13,200       | \$5,000 / \$13,200 | \$7,900 / \$15,800        | \$6,350 / \$19,050                       |
| <b>OUT OF NETWORK</b>                    |                        |                    |                        |                    |                           |                                          |
| Deductible (Individual / Family)         | \$2,000/\$6,000        | \$600 / \$1,200    | \$2,000/\$6,000        | \$600 / \$1,200    | \$10,000 / \$20,000       | \$5,000 / \$15,000                       |
| Coinsurance: Carrier / Member            | 60%/40%                | 75% / 25%          | 60%/40%                | 75% / 25%          | 50% / 50%                 | 50% / 50%                                |
| Out of Pocket Maximum (Ind / Fam)        | \$6,500/\$20,000       | \$6,500/\$20,000   | \$6,500/\$20,000       | \$6,500/\$20,000   | \$20,000 / \$40,000       | \$13,000 / \$26,000                      |

## Your Insurance Committee Medical Plan Recommendations

*For Rev*  
25348-26

*Paul Allby*  
2/24/20

**APPENDIX D**  
**Supporting Rates for Insurance Article**  
**Beginning with the November 15, 2026 Paycheck**

**STANDARD AND BUY UP MEDICAL PLAN**

|                        | Employee<br>Premium<br>Hosp 1 | Employee<br>Premium<br>Hosp 2 | Employee<br>Indemnity<br>Plan | Board<br>Premium<br>Medical | Employee<br>Premium<br>Dental 1 | Employee<br>Premium<br>Dental 2 | Board<br>Premium<br>Dental | Employee<br>Premium<br>Vision | Board<br>Premium<br>Vision |
|------------------------|-------------------------------|-------------------------------|-------------------------------|-----------------------------|---------------------------------|---------------------------------|----------------------------|-------------------------------|----------------------------|
| Employee               | \$77.37                       | \$185.89                      | \$0.00                        | \$395.14                    | \$0.00                          | \$6.15                          | \$23.81                    | \$0.00                        | \$6.42                     |
| Family W 2<br>Children | \$161.88                      | \$469.90                      | N/A                           | \$962.24                    | \$5.08                          | \$30.50                         | \$42.78                    | \$3.88                        | \$12.64                    |
|                        | \$80.94<br>per employee       | \$234.95<br>per employee      |                               | \$481.12<br>per employee    | \$2.54<br>per employee          | \$15.25<br>per employee         | \$21.39<br>per employee    | \$1.94<br>per employee        | \$6.32<br>per employee     |
| Family W 2<br>Single   | \$154.74                      | \$371.78                      | N/A                           | \$1,060.36                  | \$0.00                          | \$12.30                         | \$42.78                    | \$0.00                        | \$12.84                    |
|                        | \$77.37<br>per employee       | \$185.89<br>per employee      |                               | \$530.18<br>per employee    |                                 | \$6.15<br>per employee          | \$21.39<br>per employee    |                               | \$6.42<br>per employee     |
| Family                 | \$323.76                      | \$631.78                      | N/A                           | \$800.35                    | \$21.47                         | \$48.88                         | \$23.81                    | \$7.82                        | \$8.71                     |

\*\*\* Premiums above are based upon 19 paychecks annually. Employees hired after the start of the school year may require a pro-rated premium. Premiums are subject to change through board approval.

**LONG TERM DISABILITY AT 50% BENEFIT**

|            | Employee<br>Premium<br>LTD | Board<br>Premium<br>LTD     |
|------------|----------------------------|-----------------------------|
| Employee   | \$0.00                     | \$ .085 per \$100 of salary |
| Family W 2 | N/A                        | N/A                         |
| Family     | N/A                        | N/A                         |

*Paul M. [Signature]*  
7/28/21

*[Signature]*  
28 JUL 26

## **MEMORANDUM OF UNDERSTANDING**

Between the St. Johns County School District And the  
St. Johns Education Association  
2026-2027 School Year

### **“New Teacher Cadre Supplement”**

This memorandum is written to serve as an agreement between the St. Johns County School District and St. Johns Education Association. The intent of this memorandum is to support the implementation and sustainment of the New Teacher Cadre program within the school communities during the 2026-2027 school year. The goal of this collaboration is to support new teachers to SJCS D and the profession.

#### **Funding and Compensation**

New Teacher Cadre Building Leads are compensated via annual supplement of \$400 per school year. Supplements are paid at the end of the school year once all documentation has been submitted. Leads are selected by building administrators and are typically teacher leaders who serve in roles such as CET mentor or Team Leader capacities.

The ratio of Teacher Leader to New Teacher per school is determined in the following manner: 1 lead for 1-10 new teachers, 2 leads for 11-24 new teachers, and 3 leads for 25+ new teachers.

#### **Roles and Responsibilities**

New Teacher Cadre Leads support teachers new to the profession and/or SJCS D by coordinating meetings, providing resources, and ensuring program requirements are met.

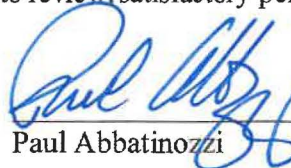
1. **Organize & Communicate** – Submit an annual meeting calendar, provide materials and guidance to new teachers, respond to monthly reminders, maintain an updated mentor/buddy list, and request support when needed.
2. **Facilitate Monthly Support** – Use provided slide decks (Mandatory Topics and Resources/Optional Lessons), track attendance, submit sign-in sheets and presentations, and work with leadership to support struggling teachers.
3. **Adapt to Needs** – Conduct meetings in formats that best serve participants; provide differentiated support based on experience.
4. **Check-In & Wrap-Up** – Participate in a midyear check-in, complete the end-of-year survey, and assist with final data collection.

By meeting these expectations, Leads help ensure new teachers receive consistent, structured support for a successful start in SJCS D.

This MOU is valid for the 2026-2027 academic year, commencing on August 5, 2026, and concluding on June 1, 2027. This is a yearly MOU and is contingent on continued funding from Title II.

Renewal for subsequent academic years will be subject to review, satisfactory performance, and continued funding availability.

 7/28/26  
Jesse Biesiada Date

 7/28/26  
Paul Abbatozzi Date

## ARTICLE XVI

*Professional Employee Compensation*

A. Beginning July 1, 2015, salary adjustments will be made in compliance with Florida Statutes using the negotiated salary schedule and performance pay model. The base salary for a professional employee will be determined individually each year using the base salary of the employee from the previous year and applying any salary adjustment that is negotiated for the following year. The funding factors of the performance pay model will be bargained annually to determine total funds to be used for salary adjustments and the values for each of the following categories: grandfather effective, grandfather highly effective, performance pay effective, and performance pay highly effective.

B. For the 2026-2027 school year:

**Classroom Teachers with 10+ Years of Full-time Teaching Experience in Florida Public Schools (HE)**

| Years of Verified Full Time Teaching Experience in Florida Public Schools | Classroom Teacher Increase Allocation per HB-5001E Amount (1) | Pay for Performance Highly Effective (3) | Referendum Supplement (4) | Total     |
|---------------------------------------------------------------------------|---------------------------------------------------------------|------------------------------------------|---------------------------|-----------|
| 10                                                                        | \$ 2,400                                                      | \$ 100                                   | \$ 6,100                  | \$ 8,600  |
| 11-15                                                                     | \$ 2,400                                                      | \$ 100                                   | \$ 7,250                  | \$ 9,750  |
| 16-20                                                                     | \$ 2,400                                                      | \$ 100                                   | \$ 8,400                  | \$ 10,900 |
| 21+                                                                       | \$ 2,400                                                      | \$ 100                                   | \$ 9,600                  | \$ 12,100 |
|                                                                           |                                                               |                                          |                           |           |

**Classroom Teachers without 10+ Years of Full-time Teaching Experience in Florida Public Schools (HE)**

| Years of Verified Full Time Teaching Experience both in Florida and Out of Florida Schools | Pay Increase out of Operating (2) | Pay for Performance Highly Effective (3) | Referendum Supplement (4) | Total     |
|--------------------------------------------------------------------------------------------|-----------------------------------|------------------------------------------|---------------------------|-----------|
| 1-5                                                                                        | \$ 1,200                          | \$ 100                                   | \$ 5,000                  | \$ 6,300  |
| 6-9                                                                                        | \$ 1,300                          | \$ 100                                   | \$ 6,100                  | \$ 7,500  |
| 10                                                                                         | \$ 2,400                          | \$ 100                                   | \$ 6,100                  | \$ 8,600  |
| 11-15                                                                                      | \$ 2,400                          | \$ 100                                   | \$ 7,250                  | \$ 9,750  |
| 16-20                                                                                      | \$ 2,400                          | \$ 100                                   | \$ 8,400                  | \$ 10,900 |
| 21+                                                                                        | \$ 2,400                          | \$ 100                                   | \$ 9,600                  | \$ 12,100 |
|                                                                                            |                                   |                                          |                           |           |

**Non-Classroom Instructional Personnel (FL Statute 1012.1(b,c)) (HE)**

| <b>Years of Verified Full Time Instructional Experience</b> | <b>Pay Increase out of Operating (2)</b> | <b>Pay for Performance Highly Effective (3)</b> | <b>Referendum Supplement (4)</b> | <b>Total</b> |
|-------------------------------------------------------------|------------------------------------------|-------------------------------------------------|----------------------------------|--------------|
| 1-5                                                         | \$ 1,200                                 | \$ 100                                          | \$ 5,000                         | \$ 6,300     |
| 6-9                                                         | \$ 1,300                                 | \$ 100                                          | \$ 6,100                         | \$ 7,500     |
| 10                                                          | \$ 2,400                                 | \$ 100                                          | \$ 6,100                         | \$ 8,600     |
| 11-15                                                       | \$ 2,400                                 | \$ 100                                          | \$ 7,250                         | \$ 9,750     |
| 16-20                                                       | \$ 2,400                                 | \$ 100                                          | \$ 8,400                         | \$ 10,900    |
| 21+                                                         | \$ 2,400                                 | \$ 100                                          | \$ 9,600                         | \$ 12,100    |

**Classroom Teachers with 10+ Years of Full-time Teaching Experience in Florida Public Schools (E)**

| <b>Years of Verified Full Time Teaching Experience in Florida Public Schools</b> | <b>Classroom Teacher Increase Allocation per HB-5001E Amount (1)</b> | <b>Pay for Performance Effective (3)</b> | <b>Referendum Supplement (4)</b> | <b>Total</b> |
|----------------------------------------------------------------------------------|----------------------------------------------------------------------|------------------------------------------|----------------------------------|--------------|
| 10                                                                               | \$ 2,400                                                             | \$ 75                                    | \$ 6,100                         | \$ 8,575     |
| 11-15                                                                            | \$ 2,400                                                             | \$ 75                                    | \$ 7,250                         | \$ 9,725     |
| 16-20                                                                            | \$ 2,400                                                             | \$ 75                                    | \$ 8,400                         | \$ 10,875    |
| 21+                                                                              | \$ 2,400                                                             | \$ 75                                    | \$ 9,600                         | \$ 12,075    |

**Classroom Teachers without 10+ Years of Full-time Teaching Experience in Florida Public Schools (E)**

| <b>Years of Verified Full Time Teaching Experience both in Florida and Out of Florida Schools</b> | <b>Pay Increase out of Operating (2)</b> | <b>Pay for Performance Effective (3)</b> | <b>Referendum Supplement (4)</b> | <b>Total</b> |
|---------------------------------------------------------------------------------------------------|------------------------------------------|------------------------------------------|----------------------------------|--------------|
| 1-5                                                                                               | \$ 1,200                                 | \$ 75                                    | \$ 5,000                         | \$ 6,275     |
| 6-9                                                                                               | \$ 1,300                                 | \$ 75                                    | \$ 6,100                         | \$ 7,475     |
| 10                                                                                                | \$ 2,400                                 | \$ 75                                    | \$ 6,100                         | \$ 8,575     |
| 11-15                                                                                             | \$ 2,400                                 | \$ 75                                    | \$ 7,250                         | \$ 9,725     |
| 16-20                                                                                             | \$ 2,400                                 | \$ 75                                    | \$ 8,400                         | \$ 10,875    |
| 21+                                                                                               | \$ 2,400                                 | \$ 75                                    | \$ 9,600                         | \$ 12,075    |

**Non-Classroom Instructional Personnel (FL Statute 1012.1(b,c)) (E)**

| <b>Years of Verified Full Time Instructional Experience</b> | <b>Pay Increase out of Operating (2)</b> | <b>Pay for Performance Effective (3)</b> | <b>Referendum Supplement (4)</b> | <b>Total</b> |
|-------------------------------------------------------------|------------------------------------------|------------------------------------------|----------------------------------|--------------|
| 1-5                                                         | \$ 1,200                                 | \$ 75                                    | \$ 5,000                         | \$ 6,275     |
| 6-9                                                         | \$ 1,300                                 | \$ 75                                    | \$ 6,100                         | \$ 7,475     |
| 10                                                          | \$ 2,400                                 | \$ 75                                    | \$ 6,100                         | \$ 8,575     |
| 11-15                                                       | \$ 2,400                                 | \$ 75                                    | \$ 7,250                         | \$ 9,725     |
| 16-20                                                       | \$ 2,400                                 | \$ 75                                    | \$ 8,400                         | \$ 10,875    |
| 21+                                                         | \$ 2,400                                 | \$ 75                                    | \$ 9,600                         | \$ 12,075    |

1. The Classroom Teacher and Other Instructional Personnel Salary Increase Allocation provided in the Florida Education Finance Program provides funding to maintain the program as well as specifics on how the allocation should be spent. For 2026-2027, salary increases from this allocation are for Classroom Teachers who have ten or more years of teaching experience in Florida public schools. Those who meet these criteria and whose hire date into a regularly established position is prior to July 1, 2026 and worked a minimum of 99 days during the 2025-2026 school year, will receive their increase based upon the table above.
2. Classroom Teachers and Other Instructional Personnel that do not meet the criteria in #1 above whose hire date into a regularly established position is prior to July 1, 2026 and worked a minimum of 99 days during the 2025-2026 school year, will receive their increase based upon the table above.
3. Instructional Personnel that receive a St. Johns County School District 2025-2026 final summative evaluation will receive Pay for Performance increases as follows:
  - a. Pay for Performance Highly Effective (HE): \$100
  - b. Pay for Performance Effective (E) and Grandfathered Highly Effective/Effective: \$75
4. The Referendum Supplement will be paid in accordance with the Memorandum of Understanding between the St. Johns Education Association and the St. Johns County School District.
5. Instructional personnel that did not receive a St. Johns County School District 2025-2026 final summative evaluation are not eligible for the increases in numbers 1, 2 and 3.

Instructional personnel who work less than 100% will earn a prorated amount as with their current salary.

Instructional personnel who terminate employment prior to the end of their contract for the 2026-2027 school year will receive a prorated amount.

*[Signature]* 8/24/26

*Paul M. [Signature]*  
7/28/26

## MEMORANDUM OF UNDERSTANDING

The School Board of St. Johns County and The

St. Johns Education Association

2026-2027 School Year

### **"Paid Parental Leave"**

This memorandum is written to serve as an agreement between the St. Johns County School District and St. Johns Education Association.

Effective July 1, 2026, the parties agree to ~~fifteen (15)~~ ~~five (5)~~ ~~seven (7)~~ ~~six (6)~~ days of paid parental leave for the 2026- 2027 year.

#### **Eligibility for Paid Parental Leave:**

Employees who have been actively employed for at least three (3) years without a break in service (break in service shall be considered any period of time a person serves as a non-employee after previously being considered an employee, this may be due to resignation, retirement, non-reappointment, or termination) will be eligible for paid parental leave upon the birth or adoption of a child. Rehires, who have not retired, shall be entitled to this leave, if the break in service is less than 180 calendar days.

#### **Paid Parental Leave:**

An eligible employee as defined above will receive ~~fifteen (15)~~ ~~five (5)~~ ~~seven (7)~~ ~~six (6)~~ days of fully compensated paid parental leave time. These days will not be charged against the employee's sick or personal leave. Paid Parental Leave may be used on any regularly scheduled work day falling within the contracted school year, for a period of six (6) weeks following the birth or adoption of the child. Employees may combine Paid Parental Leave with accrued sick leave and other approved leave types during their leave.

#### **Application for Paid Parental Leave:**

An eligible employee, as defined above, shall submit a long-term leave request form to their supervisor at least 30 days in advance, except in case of an emergency.

This Memorandum of Understanding begins July 1, 2026, and shall expire on June 30, 2027.

 28 JUL 26  
\_\_\_\_\_  
Jesse Biesiada Date

 7/28/26  
\_\_\_\_\_  
Paul Abbatinuzzi Date

## ARTICLE VIII

### *Transfers and Reassignments*

- A. Transfers - A transfer is movement of a professional employee from one school center, cost center operation to another.

#### Voluntary:

1. Requests by a professional employee for transfer to a different school center and/or cost center may be made to the Superintendent/designee, in the same manner as applying for a vacancy by using the online application system at any time. The District's Human Resources Department will, upon request, provide online application assistance.
2. The District will open an **Early** Internal Transfer application for current instructional employees at the start of the second semester. The application will remain open until ~~the last day in February.~~ **June 1<sup>st</sup>.** ~~May 15<sup>th</sup>.~~
3. ~~Application will include a request for up to five (5) three (3) positions in order of preference.~~
- 3.4. An employee seeking an **Early** Internal Transfer shall complete the District's transfer application and shall apply for each position for which they wish to be considered. The **hiring authority principal** may utilize the internal transfer posting through June 15<sup>th</sup>. If there are more than three (3) transfer applicants per position who possess the minimum qualifications and certification required for the position, **the hiring authority principal** will **offer** interviews **to** no less than three (3) of the transfer applicants.
5. ~~Vacancies shall be open solely to internal transfer applicants until June 15<sup>th</sup>, except with the agreement of the Association President. Applications from external applicants will be accepted beginning June 1<sup>st</sup>.~~
- ~~Vacancies shall be open solely to internal transfer applicants until May 15<sup>th</sup>, except with the agreement of the Association President. Applications from external applicants will be accepted beginning May 1<sup>st</sup>.~~ May 1<sup>st</sup>
- 4.6. **After June 15<sup>th</sup>, an employee requesting an Internal Transfer must make a written request to both principals (current and hiring). If both principals agree to the transfer request, the employee must receive final approval from the District's Human Resource Department. Transfer requests for the current school year may be made between the first day of preplanning and the end of the first quarter. Such transfer requests shall require approval of the receiving principal. Vacancies filled after the end of the first quarter may be filled by transfer of a current employee with approval of the Superintendent.**
7. ~~Employees who do not receive a voluntary transfer shall be notified of the reason in writing upon request. Employees who do not receive a voluntary transfer shall be notified of the reason in writing upon request.~~

#### Involuntary: ~~Due to Changes in Enrollment~~

1. In making transfers, district-wide seniority, along with certification and qualifications (training, experience, and teacher evaluation), shall be the determining factors. When involuntary transfers are necessary, lists of vacant positions in other schools shall be made available to all teachers being transferred. In filling such positions, the professional employee's preference shall be considered.
2. If the professional employee is involuntarily transferred, the professional employee shall have the opportunity to meet with the Superintendent or designee prior to Board action being taken on the transfer. It is the sole responsibility of the employee to request this meeting with the Superintendent

within 5 workdays of the transfer notification. The date of the meeting will be mutually agreed upon. After review by the Superintendent, transfers shall be effective with notice of no less than 5 workdays to the professional employee involved. ~~In the event this occurs after the first day of students for the current school year, please reference Article IX Section D.~~

3. Whenever the regular teaching assignment and/or previously assigned classroom of a professional employee is to be changed after the first day for students of the current school year, written notification shall be given to the employee at least 5 days prior. The employee shall receive one (1) day of duty-free planning to prepare for change of subject area/grade level. The employee shall receive one (1) day of duty-free planning to prepare for a change of previously assigned classroom/location. If both above scenarios apply, the employee shall receive two (2) duty-free planning days. Such notification shall include the reasons for such change. If any verbal discussion of such change takes place, it shall be done in confidence and during non-student contact time. (See Article IX).

- B. Reassignment Within a School - A reassignment is the change of a professional employee's regular teaching duties, or major change in responsibility if not a classroom teacher, within a school center or cost center operation.

The parties recognize that, in order to meet the staffing needs and legal responsibilities of the district, it is necessary, at times, for the Principal to reassign a professional employee within a certification area. Any appropriate request for reassignments will be considered first, provided the individual meets the requirements and qualifications of the requested assignment.

A professional employee will be given written notification at least five days prior to the reassignment. The professional employee may request a meeting with the Superintendent, or their designee, to discuss said reassignment, after which the final outcome of the meeting will be official. In the event this occurs after the first day of students for the current school year, **reference Article IX Section D or Article VIII Section A(3).** ~~the professional employee will be afforded the same planning days as detailed above for Involuntary transfers.~~

- C. Transfers and Reassignment procedures shall not in any way prohibit the Board from making needed staffing changes during the reorganization of school centers or from providing an adequate, qualified, efficient, and diversified staff, as determined by the Board, in each school. The Superintendent makes determinations of what is adequate, qualified, efficient and diversified and makes recommendations to the Board for official action. Appeals are outlined in ~~A(4)7-~~ above.
- D. When it is necessary to transfer teachers due to the opening of a new school(s), 80% of the approved positions for the new school ~~may~~ **shall be** posted internally to the entire district through the district's online application system. The positions that will be included in the 80% will be identified by the new school's principal prior to posting and a copy will be provided to Human Resources.

Interviews and hiring will be conducted when the postings close and are processed. Interviews should be conducted for all internal applicants at the schools directly affected. Additional interviews for other internal teachers who apply will be held at a school geographically located to their current school or virtually.

- i. Prior to February of the school's opening, the affected school(s)' principals ~~or~~ district Human Resources should recommend that all employees apply for positions at the new school(s) due to possible reduction in staff and involuntary transfer may be a possibility.

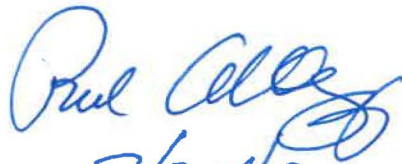
- ii. Filling the remaining 20% of the positions allocated for the new school will revert to the normal hiring practices and will take place during and after budget meetings.
- iii. The principal will hire more than 50% (of the original 80% allocation) of their staff from the affected school(s). Principals will complete their 80% hiring no later than the last workday in February prior to the school's opening.
- iv. If there are instructional positions that must still be reduced at schools affected by rezoning, the District will involuntarily transfer them to open positions. All negotiated contract language regarding vacancies and reduction in force will be honored.  
(Articles XII and XIII)
- v. Non-reappointed employees hired after August 30<sup>th</sup> will have a break in service and will be required to be processed as a new employee.
- vi. The District will offer a voluntary, in-person planning day opportunity to support the opening of a new school prior to the start of the school year; participating staff will be paid their hourly rate for up to 7.5 hours before the optional pre-planning day, with the specific date determined by the principal and communicated to staff.

E. ~~Association building representatives shall be exempt from involuntary transfers in order to provide continuity of representation, unless required by law, or agreed upon by the Association President. The Association will compile and provide a list of current Association building representatives to Human Resources.~~

~~Association building representatives shall be exempt from involuntary transfers in order to provide continuity of representation, unless required by law, or agreed upon by the Association President. The Association will compile and provide a list of current Association building representatives to Human Resources.~~

In order to provide continuity of representation, every effort shall be made to avoid the involuntary transfer of Association building representatives. ~~unless required by law or agreed upon by the Association president.~~ The Association will compile and provide a list of current Association building representatives to Human Resources.

  
28JUL26

  
7/28/26

**ST. JOHNS COUNTY SCHOOL DISTRICT**  
**SELECTION OF SALARY STATUS PER STATUTE 1012.22**  
**2026-2027 School Year**

**\*\*If you were hired on or after July 1, 2014 you do not need to complete this form.**

NAME: \_\_\_\_\_

EMPLOYEE ID: \_\_\_\_\_

DATE: \_\_\_\_\_

POSITION: \_\_\_\_\_

LOCATION: \_\_\_\_\_

*Place an "X" in the box next to your choice and sign your name below your selection. The Form must be completed and returned by Friday, August 21, 2026.*

**GRANDFATHERED STATUS**

(All Instructional employees hired prior to July 1, 2014 who have not moved to Pay for Performance Status )

**D** Yes, I would like to remain on Grandfathered Status for the 2026-2027 school year.

I understand that once this form has been submitted to the Human Resources Department that my selection is final and I may not make any changes until offered again next year.

\_\_\_\_\_  
Instructional Employee's Signature

\_\_\_\_\_  
Date

**PAY FOR PERFORMANCE STATUS**

**D** Yes, I would like to be moved from the Grandfathered Status to the Pay for Performance Status.

I understand that I will be forfeiting my Professional Services Contract/Continuing Contract and I will be placed on an Annual Contract. (If employee is currently on an Annual Contract, this will not change). I realize that this decision is irrevocable.

\_\_\_\_\_  
Instructional Employee's Signature

\_\_\_\_\_  
Date

- Return form with original signature to J. Wynn, Human Resources, SJCSO Office, 40 Orange Street.
- Keep a copy of the form for your records.

*Wynn J. 2834026*

*Paul M. [Signature]*  
*7/20/24*

## MEMORANDUM OF UNDERSTANDING

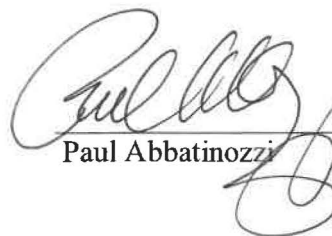
The School Board of St. Johns County and  
The St. Johns Education Association  
2026-2027 School Year  
**“Dual Enrollment Supplement”**

The School Board of St. Johns County and the St. Johns Education Association hereby agree to this Memorandum of Understanding regarding Dual Enrollment supplements.

1. The St. Johns County School District encourages and supports student participation in dual enrollment opportunities to accelerate towards a post-secondary path.
2. The St. Johns County School District will continue to support this program by sponsoring one supplement of \$500 per semester course section paid to the assigned teacher of record for each dual enrollment course.
3. The Dual Enrollment supplement is designed to honor the required advanced college course work and/or industry standards teachers must meet to be eligible to teach dual enrollment courses.
4. Instructional personnel teaching multiple courses shall receive the \$500 supplement for each section.
5. The supplement is available to St. Johns County teachers who teach dual enrollment courses during the school day on a high school campus. The supplement will be awarded twice each year, once at the conclusion of the fall semester and once at the conclusion of the spring semester. This shall be prorated on a daily basis when a teacher resigns or is unable to complete all duties; however, the combined activity supplement shall never exceed the amounts contained herein.

This Memorandum of Understanding begins July 1, 2026, and shall expire on June 30, 2027.

  
Jesse Biesiada  
Date 7/1/26

  
Paul Abbatinuzzi  
Date 7/7/26

## MEMORANDUM OF UNDERSTANDING

The School Board of St. Johns County and  
The St. Johns Education Association  
2026-2027 School Year  
“FCTC Dual Enrollment Supplement”

The School Board of St. Johns County and the St. Johns Education Association hereby agree to this Memorandum of Understanding regarding Dual Enrollment supplements.

1. FCTC teachers who teach SJCSO dual enrollment students shall receive a supplement of up to \$50 dollars per successful completion of a dual enrollment course per student. “Successful completion” means the student earns full credit for their participation in the course and earns a “C” grade or above. The supplement will be awarded at the conclusion of the school year. The total amount of funding available through this MOU shall not exceed \$15,000.00. At the end of the school year, the District shall calculate the total number of successful course completions. The total supplement shall be \$15,000.00 divided by the number of successful course completions.
  - For example, if there are 200 successful course completions in the 2026-2027 school year, the total supplement shall be \$50.00.
  - If there are 400 successful course completions in the 2026-2027 school year, the total supplement shall be \$37.50.

To be eligible for this supplement, the teacher must be employed by the District on the last day of the 2026-2027 school year and have been employed for at least 90 school days.

This Memorandum of Understanding begins July 1, 2026, and shall expire on June 30, 2027.

 7/5/26  
Jesse Biesiada Date

 7/7/26  
Paul Abbattino Date

## MEMORANDUM OF UNDERSTANDING

The School Board of St. Johns

County and The St. Johns

Education Association

2026-2027 School Year

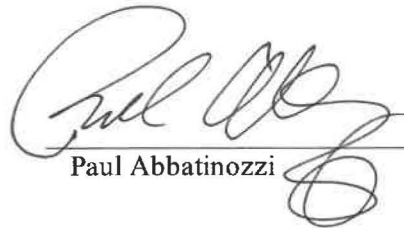
### **“PLC Advisory Committee”**

The Board and the Association agree to form a PLC Advisory Committee whose purpose is to serve as “an integral component of leading, inspiring, and supporting the change process to becoming a high functioning professional learning community” (Toncheff).

The committee shall be comprised of teachers, school-based administrators, and district leadership representing a cross section of a broad range of school levels. This would be comprised six (6) members from SJEA and six (6) members of Management. A minimum of 50% of the 2024-2025 advisory committee members and those who meet specifically designed criteria shall comprise the committee. The committee shall meet no less than 4 times a year to discuss concerns and review/monitor to the five-year plan that was recommended for the 25-26 school year. The committee shall make recommendations to the bargaining teams at least two (2) times a year.

This Memorandum of Understanding begins August 4, 2026, and shall expire on June 30, 2027.

 25 JAN 26  
Jesse Biesiada Date

 6/25/26  
Paul Abbatinuzzi Date

**Memorandum of Understanding**  
St. Johns County School District and  
St. Johns Educational Association 2026-2027 School Year  
**"School Bus Operator Sign-On and Recruitment Bonuses"**

This memorandum is written to serve as an agreement between the St. Johns County School District and the St. Johns Educational Association for the 2026-2027 school year regarding the recruitment and retention of school bus operators. Currently, the position of school bus operator is an area of critical shortage for school districts across Florida. The purposes of this memorandum of understanding is to recruit and retain school bus operators for the St. Johns County School District. Maintaining full time school bus operators is imperative to ensuring the safety of children and attaining the agility and flexibility required to successfully operate school buses in St. Johns County.

**Definitions:**

- a. **Recruiting Employee:** Any school district bargaining unit employee regardless of department. There are no limits on the number of recruiting bonuses a recruiting employee can receive from the Transportation Department
- b. **Candidate for School Bus Operator:** A person referred by the recruiting employee or establishing candidacy without a referral who is interested in serving as a school bus operator for St. Johns County School District who has not yet fulfilled the requirements of becoming an entry level school bus operator.
- c. **Prequalified Candidate for School Bus Operator:** A person with a current Class A or Class B Commercial Driver's License (CDL) with Passenger (P) and School Bus (S) Endorsements without air brake restrictions who has not yet fulfilled the requirements of becoming an entry level school bus operator. A person with a Class C Commercial Driver's License (CDL) or a Class B Commercial Driver's License (CDL) with air brake restrictions does not qualify as a prequalified candidate for school bus operator.
- d. **Entry Level School Bus Operator:** A licensed and certified school bus operator of the St. Johns County School District with less than twelve (12) consecutive months of service.
- e. **Prequalified Entry Level School Bus Operator:** A licensed and certified school bus operator of the St. Johns County District with less than twelve (12) consecutive months of service.
- f. **School Day:** For the purpose of this MOU, a school day is a day in which school buses are operating with children aboard traveling to and from schools and bus stops/residences without a school bus trainer aboard. Absences for any reason do not count towards qualifying school days for bonuses.

**Process:**

- a. Recruiting employees identify people who they believe will tirelessly, safely, and expertly serve the children of St. Johns County School District as school bus operators.
- b. Candidates for school bus operator contact the Transportation Department's recruiter alerting them of their interest in a school bus operator position.
- c. During the initial contact, the Transportation Department's recruitment will inquire as to how the candidate for school bus operator learned of the employment opportunity as a school bus operator for St. Johns County School District. The recruiter will officially log how the candidates for school bus operator learned of the opportunity. If the sign on/recruiter bonuses apply, the recruiter's record will serve as the formal start of the process for bonuses.
- d. Candidates for school bus operator are eligible for the sign on bonus regardless of whether they were referred by a recruiting employee or not.

**Conditions of Service for Entry Level Operator:**

Once licensed and certified as a school bus operator for St. Johns County School District, entry level operators must fulfill the following requirements over sixty (60) school days to maintain eligibility for payment of the recruiting and/or sign on bonuses:

- a. Demonstrate proper conduct as a school bus operator for St. Johns County School District
- b. Report to duty on a regular basis without system attendance issues
- c. Successfully fulfill duties as a fulltime school bus operator for the St. Johns County School District
- d. Pass all administered drug and alcohol tests, random and directed
- e. Receive a favorable recommendation by their supervisor, the Fleet Operations Manager
- f. Not receive any written disciplinary action
- g. Apply and become employed as a fulltime school bus operator with the St. Johns County School District

**Conditions for Payment of Bonuses:**

**Sign on Bonus Only:** Once an entry level operator completes sixty (60) school days as a licensed/certified as a school bus operator for St. Johns County School District, the entry level operator is eligible for a sign on bonus in the amount of \$500. Entry level operators are entitled to the sign on bonus one (1) time only.

**Recruiting and Sign-On Bonus:** Once an entry level operator completes sixty (60) school days as a licensed/certified as a school bus operator for St. Johns County School District, the entry level operator is eligible for a sign on bonus in the amount of \$2,500 and the recruiting employee is eligible for a recruiting bonus in the amount of \$500.

Once the conditions of service are fulfilled, the Transportation Department will initiate lump sum payments as appropriate:

- a. A payment of \$2,500 to entry level operator
- b. A payment of \$500 to the recruiting employee

**Sign on Bonus for Prequalified Candidates for School Bus Operator:** School bus operator candidates who are currently licensed operators with Class A or Class B Commercial Driver's License (CDL) with Passenger (P) and School Bus (S) endorsements are eligible for \$5,000 sign on bonus after completing ninety (90) school days as a licensed/certified school bus operator for St. Johns County School District. A \$500 recruiting bonus applies if a recruiting employee recommends the candidate for hire. The \$5,000 sign on bonus does not apply to school bus operator candidates with a Class C Commercial Driver's License (CDL) or candidates with a Class B Commercial Driver's License (CDL) with air brake restriction. Any new hire operator candidates who terminated employment from a St. Johns County School District school bus operator position with the past fifteen (15) months is ineligible for this bonus. Prequalified entry level school bus operators are entitled to the sign on bonus one (1) time only.

**Budget:** The Transportation Department shall make payments in the order of date of hire of the recruited entry level operator. Payments are made in order of application for school bus operator candidacy. The Transportation Department may suspend and restart the sign on and recruiting bonus program when appropriate based on availability of qualified school bus operators.

**Transportation Department Recruiter:**

Printed Name and Signature: \_\_\_\_\_

Today's Date: \_\_\_\_\_

Date Referral Received: \_\_\_\_\_

Recruiting Employee Identified: \_\_\_\_\_

**Recruiting Employee:**

Printed Name and Signature: \_\_\_\_\_

Today's Date: \_\_\_\_\_

**Entry Level Operator:**

Printed Name and Signature: \_\_\_\_\_

Today's Date: \_\_\_\_\_

Official Start Date as a Licensed/Certified School Bus Operator:

\_\_\_\_\_

OR

**Newly Hired School Bus Operator: Currently licensed with Class A or Class B Commercial Driver's License (CDL) with Passenger (P) and School Bus (S) Endorsements:**

Printed Name and Signature: \_\_\_\_\_

Today's Date: \_\_\_\_\_

Official Start Date as a SJCSD School Bus Operator: \_\_\_\_\_

Senior Director for Transportation:

Alfred A. Pantano Jr. \_\_\_\_\_

Today's Date: \_\_\_\_\_

This Memorandum of Understanding begins July 1, 2026, and shall expire on June 30, 2027.

 25 June 26  
Jesse Biesiada Date

 6/28/26  
Paul Abbatinuzzi Date

## MEMORANDUM OF UNDERSTANDING

The School Board of St. Johns County and  
The St. Johns Education Association  
2026-2027 School Year

### “Gaines Alternative School and The Evelyn Hamblen Center”

The School Board of St. Johns County and the St. Johns Education Association hereby agree to this Memorandum of Understanding to continue to address the specialized needs at our schools to serve the students of the St. Johns County School District and the effect of these needs on the employees of Gaines Alternative School, and The Evelyn Hamblen Center.

For the 2026-2027 school year, a maximum \$3,750 incentive will be paid to instructional personnel/~~curriculum coaches/service providers~~ assigned **or budgeted** to the Gaines Alternative School or The Evelyn Hamblen Center to be paid in two (2) installments (fall and spring). This incentive will be prorated based on the number of days employed at Gaines Alternative School or The Evelyn Hamblen Center in an instructional position. Any instructional employee in a part-time regular position will have their incentive adjusted based upon the percentage of their position. (I.e. An employee in a 40% position will receive 40% of the incentive).

The professional employees who teach a seventh (7<sup>th</sup>) period within their 7.5 hour work day shall be paid a \$3,000.00 supplement per semester.

This Memorandum of Understanding begins July 1, 2026, and shall expire on June 30, 2027.

 2559026  
Jesse Biesiada Date

 6/25/26  
Paul Abbatinuzzi Date

## Memorandum of Understanding

St. Johns County School District and St. Johns Education Association ~~2025-2026~~ 2026-2027 School Year  
"Teachers Providing Emergency Class Coverage"

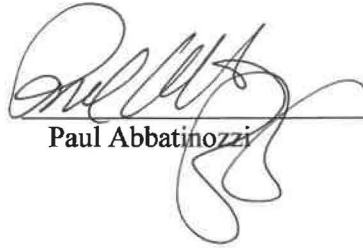
This memorandum is written to serve as an agreement between the St. Johns County School District and St. Johns Education Association. Due to the number of unfilled positions on any given day, the intent of this memorandum is to compensate instructional personnel when providing the necessary class coverage and instruction, so students can continue to learn in the absence of the teacher. This memorandum will become effective from August 10, 2026, and expire June 1, 2026-2027.

1. In all cases, every effort shall be made to secure a substitute in the event of a classroom teacher's absence. Any unfilled substitute assignments shall be rotated equitably among all professional employees; volunteers will be sought first.
2. When 4 or more students are placed into a classroom teachers' classroom by the principal/designee and shall receive their hourly rate of pay as follows:
  - a. Up to one half-day: 1 hour at the teacher's hourly rate of pay
  - b. Over one half-day: 2 hours at the teacher's hourly rate of pay
3. Middle and high school level classroom teachers who are assigned to substitute during their designated planning period shall be paid one hour at the teacher's hourly rate of pay. Those assigned a block-schedule period shall be paid two hours at the teacher's hourly rate of pay.
4. Associate Teachers who take on the responsibility of lead teacher due to the absence of the lead teacher, in any assigned classroom other than their primary assignment, shall receive their hourly rate of pay as follows:
  - a. Up to one half-day: 1 hour at the Associate Teacher's rate of pay
  - b. Over one half-day: 2 hours at the Associate Teacher's rate of pay
5. Deans, ILCs, Testing Coordinators, School Counselors, Media Specialists, and other non-classroom who are assigned to substitute shall be paid as designated in number two (2) above.
6. VE teachers should not be pulled from support facilitation duties. VE teachers who take on the responsibility of lead teacher during their designated planning period due to the absence of the lead teacher, in any assigned classroom other than their primary assignment, shall receive compensation to align with #2 and #3 above.
7. Instructional personnel who have covered classrooms and met Step 2, 3, or 4 since August 10, 2026, shall work with their school administrators regarding submission of hours of coverage. School Administrators will communicate the submission process to its employees.
8. In order to qualify for compensation, all jobs must be vacant and verified in SmartFind.

SJEA Counter Proposal 25JAN26

This Memorandum of Understanding begins August 10, 2026, and shall expire on June 1, 2027.

 25 JAN 26  
\_\_\_\_\_  
Jesse Biesiada Date

 6/25/26  
\_\_\_\_\_  
Paul Abbatinuzzi Date

## MEMORANDUM OF UNDERSTANDING

The School Board of St. Johns County and

The St. Johns Education Association

2026-2027 School Year

### **“Optional Planning Day”**

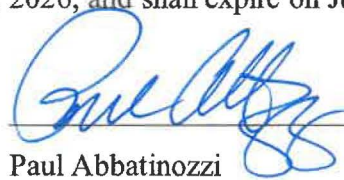
The School Board of St. Johns County and the St. Johns Education Association hereby agree to this Memorandum of Understanding to continue to provide those covered under this bargaining unit the flexibility in pre-planning.

Instructional staff shall be given the option to work an unpaid planning day on August 3, 2026. This time is reserved for the purpose of teacher directed, student-free, individual instructional planning. This is time reserved for the teacher to use at their professional discretion for work-related activities. No meetings or trainings shall be scheduled on the optional day. However, if the meeting/activity is associated with a supplemental position for which the employee is compensated, it must be performed beyond the normal workday or work week.

Instructional staff who participate in the optional planning day will be given a Flex Day to utilize on any teacher planning day or post planning day.

This Memorandum of Understanding begins July 1, 2026, and shall expire on June 30, 2027.

 13 APR 26  
Jesse Biesiada Date

 4/13/26  
Paul Abbatinuzzi Date

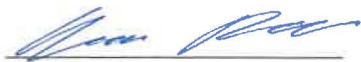
## MEMORANDUM OF UNDERSTANDING

The School Board of St. Johns County and  
The St. Johns Education Association

### 2026-2027 School Year

This memorandum is written to serve as an agreement between the St. Johns County School District and the St. Johns Education Association. The purpose of this agreement is to allow Magnolia Oaks Academy and Sabal Crest Academy instructional and support personnel to engage in PLC/collaborative group work prior to any master calendar pre-planning for the 2026-2027 school year. The information below outlines and addresses the one day of voluntary additional time.

1. There is a recognition that opening a new school, Magnolia Oaks Academy and Sabal Crest Academy, is an exciting proposition but also demands many more hours of planning and collaboration than is typical at the start of a school year at established schools.
2. The goal for Magnolia Oaks Academy and Sabal Crest Academy is to provide additional planning time to help facilitate academic and culture building ability.
3. This will allow the school to have the opportunity to plan prior to school starting wherein instructional and support staff members would be able to focus on the most critical data points through the Professional Learning Community (PLC) process.
4. Staff in-person attendance will be on a voluntary basis. This MOU will accompany the schools' email communication to faculty to avoid misunderstanding.
5. Staff will be paid their hourly rate of pay for the planning opportunity for a maximum of 7.5 hours on or before August 2, 2026. The exact date will be communicated by the building Principal.



Jesse Biesiada, Chief Negotiator, SJEA

13 APR 26  
Date



Paul Abbatinuzzi, Chief Negotiator, SJCSD

4/13/26  
Date

**MEMORANDUM OF UNDERSTANDING**

The School Board of St.  
Johns County and The St.  
Johns Education  
Association  
2026-2027 School Year

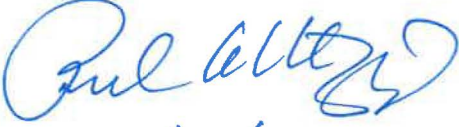
***School Psychologist Term of Employment***

*The School Board of St. Johns County and the St. Johns Education Association hereby agree to this Memorandum of Understanding for School Psychologist Term of Employment.*

1. The length of the workday for school psychologists shall be eight (8) hours per day with the regular workweek no longer than forty (40) hours. School psychologists can request to work 220 days or 196 days per year.
2. The 220-day school psychologists work calendar will include the 4 days prior to teacher pre-planning, the 196-day teacher calendar and the 20 days following post-planning. Those working the 220-day calendar may have to work on additional schools' cases during the 20 days following post planning. The length of the workday shall be 8 hours per day and include the working conditions in Article VI.
3. Those working the 196-day calendar will follow Pay Class 99 calendar.

This Memorandum of Understanding begins July 1, 2026, and shall expire June 30, 2027.

  
SSEA 13 APR 26

  
4/13/26

## MEMORANDUM OF UNDERSTANDING

Between the  
St. Johns County School District  
And the  
St. Johns Education Association  
2025-2026 School Year

### **"Bereavement Leave"**

This memorandum is written to serve as an agreement between the St. Johns County School District and the St. Johns Education Association.

Any professional employee will be granted **three (3)** ~~two (2)~~ ~~five (5)~~ days of **fully compensated** bereavement leave per contract year due to a death in their immediate family or a parent who suffers a miscarriage ~~of a parent, spouse, child, household member, or a parent who suffers a miscarriage. Any professional employee will be granted three (3) days of fully compensated bereavement leave per contract year due to a death of other close relative.~~

~~Any professional employee who has utilized all of their regular leave (zero sick leave balance) will be granted one (1) additional day of fully compensated bereavement leave per contract year due to a death in their immediate family.~~

**Immediate family is defined as father, mother, brother, sister, spouse, child, (or their in-law or step relative counterpart) or other close relative, or member of their own household.**

The District may require proof of death within thirty (30) days after Bereavement Leave is taken. A copy of the newspaper or online obituary or the funeral card/program for the deceased are examples of acceptable proof of death.

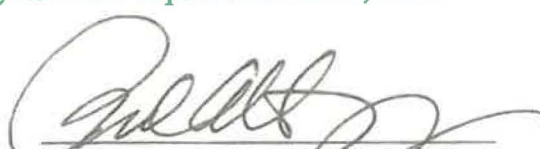
**Employees will not accrue a negative leave balance because of bereavement leave.** ~~A maximum of five (5) days of bereavement leave may be used per contract year regardless of the number of qualifying events.~~ These days will not be charged against the employee's sick or personal leave. Bereavement leave days are non-accruable. Employees will not be paid for bereavement leave on days not scheduled to work.

**This Memorandum of Understanding begins July 1, 2025, and shall expire on June 30, 2027.**

  
Jesse Biesiada, Chief Negotiator, SJEA

25 SEP 25  
Date

  
17 Nov 25

  
Paul Abbatinuzzi, Chief Negotiator, SJCSD

9/25/25  
Date

  
11/17/25

## MEMORANDUM OF UNDERSTANDING

The School Board of St. Johns County and

The St. Johns Education Association

2025-2026<sup>7</sup> School Year

### “Working Remotely Planning Days”

The School Board of St. Johns County and the St. Johns Education Association hereby agree to this Memorandum of Understanding to continue to provide those covered under this bargaining unit the flexibility to work **remote** during planning days.

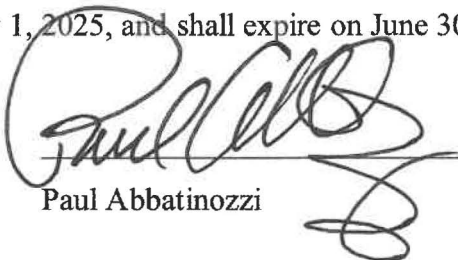
Instructional staff shall have the choice to work remotely or at the work site **for any of the following planning days:** ~~planning day throughout the school year with the exception of pre-planning days for the 2025-2026 school year.~~

- January 2, 2026
- March 13, 2026
- June 1, 2026
- October 12, 2026
- January 4, 2027
- March 12, 2027
- June 2, 2027

~~Instructional employees are required to provide written notification (via email) to their school principal or designee at their worksite at least five (5) workdays in advance of any scheduled planning day listed above if they plan to work remote. To be eligible for the planning day, employees must have completed all professional obligations, may include but not limited to: submission of student grades, completion of required forms and reports preparation of lesson plans, and fulfillment of IEP responsibilities.~~

This Memorandum of Understanding begins July 1, 2025, and shall expire on June 30, 2026<sup>7</sup>.

 11/10/25  
Jesse Biesiada Date

 11/17/25  
Paul Abbatinuzzi Date