

MEMORANDUM OF UNDERSTANDING

School Board of Pinellas County

And

Pinellas Lodge No. 43 Fraternal Order of Police (FOP)

This Agreement dated this 4th day of March 2025 is between the School Board of Pinellas County, Florida (the "District" or "Board") and the Pinellas Lodge No. 43 Fraternal Order of Police (FOP).

WHEREAS, in the general election held on November 5, 2024, voters approved a one mill ad valorem tax for four (4) years beginning July 1, 2025. The approved referendum states:

Shall a Pinellas County School District ad valorem millage of one mill per year be levied beginning July 1, 2025, and ending June 30, 2029, for necessary operating expenses including funds to recruit and retain quality teachers and support staff; preserve music, art and reading classes; provide current technology, while sharing funds with public charter schools proportionate to student enrollment as required by law, with expenditure oversight by an independent citizens financial oversight committee?

WHEREAS, information communicated to the public regarding the above referendum stated that seventy percent (70%) of the funds collected would be used to enhance teacher salaries, fifteen percent (15%) for art, music, reading and technology programs and fifteen percent (15%) for support staff salaries; and

WHEREAS, information communicated to the public regarding the above referendum estimated that support professionals would receive an additional two thousand nine hundred and ten dollars (\$2,910) annually.

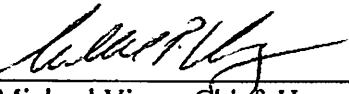
NOW THEREFORE, the parties agree as follows:

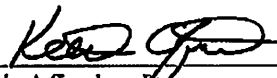
1. Beginning July 1, 2025, each full- time regular support employee will receive Referendum Retention Income for the 2025-2026 fiscal year equal to approximately two thousand nine hundred and ten dollars (\$2,910), less applicable taxes. The exact amount will depend on the number of days and hours worked.
2. The Referendum Retention Income will be paid as an additional hourly rate equal to the amount projected to be available for each support employee (\$2,910), divided by the total hours paid in a pay period, which includes hours paid through equalized pay. (An explanation of the calculation for the referendum hourly rate is attached as Exhibit A.)

3. The parties acknowledge that the amount of Referendum Retention Income is a good faith estimate of the amount to be collected. Although the one mill levy begins on July 1, 2025, property taxes are not due and payable until March 31, 2026, and accordingly, fluctuations in property values and homeowner's ability to pay due to recent hurricanes are unknown variables. The amount of Referendum Retention Income will be adjusted annually to reflect fluctuations in future years. If the amount collected increases, the Referendum Retention Income will increase proportionately and if the amount collected decreases, the Referendum Retention Bonus will likewise decrease.
4. Pursuant to School Board Policy 2140, the Independent Citizens Referendum Oversight Committee (ICROC), will continue to monitor the expenditure of referendum dollars over the four-year implementation period.
5. The Referendum Retention Income is in addition to annual adjustments made to salary and benefits which are negotiated annually through the collective bargaining process and typically occurs each summer as the Board's year end budget is finalized.

School Board of Pinellas County, Florida

Fraternal Order of Police

By: 
Michael Vigue, Chief, Human
Resources

By: 
Kenneth Afienko, Esq.
Counsel and Bargaining Agent for
FOP

Date: 3/4/25

Date: 3/4/25

EXHIBIT A

Employee Type	Standard Hours	Checks	Biweekly Hours	Total Hours - by checks paid	Referendum Hourly Rate	Example Positions
<i>10-month (196 days)</i>	8.00	21.6	80.00	1,728.00	\$ 1.68	Police Officer
<i>12-month (247 days)</i>	8.00	26.1	80.00	2,088.00	\$ 1.39	Police Officer, Police Sergeant
<i>12-month Dispatchers (261 days)</i>	8.00	26.1	80.00	2,088.00	\$ 1.39	Police Dispatcher

Example calculation:

1. 10 month, 196 contract days, 8.00 hours; 21.6 paychecks
Referendum hourly rate = $\$2,910 / 1,728$ (80 hours x 21.6 checks) = \$1.68 hourly rate for the Referendum Retention Income
 $\$1.68 \times 80$ hours per pay period $\times 21.6$ checks = \$2,903.04
2. 12 month, 247 contract days, 8.00 hours; 26.1 paychecks
Referendum Hourly Rate = $\$2,910 / 2,088.00$ (80 hours \times 26.1 pay checks) = \$1.39 hourly rate for the Referendum Retention Income
 $\$1.39 \times 80$ hours per pay period $\times 26.1$ pay checks = \$2,902.32