

## MEMORANDUM OF UNDERSTANDING

**School Board of Pinellas County**

**And**

**Pinellas Classroom Teachers Association**

This Agreement dated this 21<sup>st</sup> day of August 2024 is between the School Board of Pinellas County, Florida (the "District" or "Board") and the Pinellas Classroom Teachers Association (PCTA).

The parties met on April 25, 2024, May 7, 2024, May 21, 2024, July 9, 2024, and August 21, 2024, to discuss supplemental compensation, review the anticipated increase to health care costs, and salary proposals and agree as follows:

1. The Board agrees to the following increases for employees on the Continuing Salary Schedule and Annual Salary Schedule, constituting a total salary expenditure increase of approximately \$11,458,849:
  - a. \$2,239.00 increase for employees on the Continuing Salary Schedule (includes referendum increase of \$639); and
  - b. \$2,639.00 increase for employees on the Annual Salary Schedule rated highly effective for the 2023-2024 school year (includes referendum increase of \$639); and
  - c. \$2,139.00 increase for employees on the Annual Salary Schedule rated effective for the 2023-2024 school year (includes referendum increase of \$639); and
  - d. A referendum increase of \$639 for all remaining employees on the Annual Salary Schedule continuing their employment from 2023-2024; and
  - e. An increase of \$2,000.00 to the base salary on the placement schedule resulting in a starting salary of \$54,000.00.
2. The Board acknowledges it is contractually obligated to pay approximately 80% of the total cost of health insurance premiums for the instructional bargaining unit and agrees to pay approximately 80% of the total cost of the increase to health insurance premiums for the instructional bargaining unit in 2025.
3. Additionally, Athletic, Academic, and Fine Arts Supplements listed in Appendix B of the CBA will be increased with a total cost of approximately \$154,000.

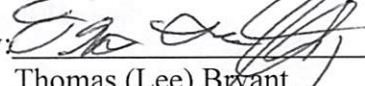
PCTA PCSB Compensation increase 8/21/24

School Board of Pinellas County, Florida

By:   
Paula Texel  
Chief Human Resources Officer

Date: 8/21/24

Pinellas Classroom Teachers Association

By:   
Thomas (Lee) Bryant  
President, PCTA

Date: 8/21/24