

# MEMORANDUM OF UNDERSTANDING

School Board of Pinellas County

And

SEIU/Florida Public Services Union, CTW-CLC

This Memorandum of Understanding ("MOU") dated this 9<sup>th</sup> day of April, 2025 is between the School Board of Pinellas County, Florida (the "District" or "Board") and the SEIU/Florida Public Services Union, CTW-CLC ("Union").

**WHEREAS**, the District and Union are parties to a collective bargaining agreement, effective July 1, 2024 through June 30, 2027, concerning a bargaining unit of support employees described in Public Employees Relations Commission Certification 225:

**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:

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

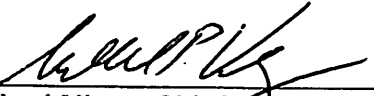
**WHEREAS**, the District and the Union desire to amend the current collective bargaining agreement to provide for such additional payment to support employees included in the bargaining unit represented by the Union.

**NOW THEREFORE**, the parties agree as follows:

1. Beginning July 1, 2025, each full-time regular support employee (based on the employee's primary position), 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. Part-time regular support employees will receive a pro-rated amount based on the number of hours worked.


2. 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. Again, part-time regular support employees will receive an amount equal to the number of hours worked multiplied by the hourly rate. (Examples of the calculation for the referendum hourly rate are included on Exhibit A attached hereto.)
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 the 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 Income 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.
6. This amendment shall take effect immediately upon the ratification of this MOU and shall be included in any successor collective bargaining agreement so long as the referendum remains in effect.
7. All other provisions of the current collective bargaining agreement shall remain in full force and effect.
8. This Memorandum of Understanding may be modified only by a writing signed by the parties.

School Board of Pinellas County, Florida

By:   
Michael Vigue, Chief Human Resources Officer

Date: 4/9/25

SEIU/Florida Public Services Union,  
CTW-CLC

By:   
Alphonso Mayfield, President  
SEIU/FPSU

Date: 4/9/2025

## EXHIBIT A

### EXAMPLES

<b>Employee Type</b>	<b>Standard Hours</b>	<b>Checks</b>	<b>Biweekly Hours</b>	<b>Total Hours - by checks paid</b>	<b>Referendum Hourly Rate</b>	<b>Example Positions</b>
<b>9-month (192 days)</b>	8.00	21.5	80.00	1,720.00	\$ 1.69	Bus Assistants
<b>9-month (193 days)</b>	7.50	21.3	75.00	1,597.50	\$ 1.82	F&N Cook Spec, F&N Asst.
<b>9-month Bus Drivers (194 days)</b>	8.00	21.5	80.00	1,720.00	\$ 1.69	Bus Drivers
<b>11.5-month (235 days)</b>	8.00	26.1	80.00	2,088.00	\$ 1.39	Lead drivers
<b>12-month (247 days)</b>	8.00	26.1	80.00	2,088.00	\$ 1.39	Maintenance, Plant Operator, HPO, Night Foreman

#### Example calculations:

1. 9 month, 194 contract days, 8.00 hours; 21.5 paychecks  
Referendum hourly rate =  $\$2,910 / 1,720$  ( 80 hours x 21.5 checks)=\$1.69 hourly rate for the Referendum Retention Bonus  
 $\$1.69 \times 80$  hours per pay period X 21.5 checks = \$2,906.80
2. 12 month, 247 contract days, 8.00 hours; 26.1 paychecks  
Referendum Hourly Rate+  $\$2,910 / 2,088.00$  (80 hours X26.1 pay checks) = \$1.39 hourly rate for the Referendum Bonus  
 $\$1.39 \times 80$  hours per pay period X 26.1 pay checks= \$2,902.32
3. Full Time Regular employee working less than standard hours (i.e. 6 hr. F&N Asst.)  
 $60$  hours bi-weekly x  $\$1.82 = \$109.2 \times 21.3 = \$2,325.96$
4. Part Time Regular employee example---Four (4) hour F&N Asst.  
 $40$  hours bi-weekly X  $\$1.82 = \$72.8 \times 21.3 = \$1,550.64$