

**Union Counterproposal #1**  
**Memorandum of Understanding**  
**~~\$1,000 Qualified Disaster Relief Payments~~ COVID Retention Supplements/Bonus**  
**Instructional Bargaining Unit**  
**September 13, 2021**

~~On June 2, 2021, Governor DeSantis signed SB2500, which among other things, appropriated funds to the Florida Department of Education to provide a nonrecurring Qualified Disaster Relief Payment in the amount of one thousand dollars (\$1,000) payable to full time classroom teachers, certified prekindergarten teachers, and school principals paid through the Florida Education Finance Program (FEFP).~~

~~On July, 27, 2021, the District School Board of Pasco County adopted a tentative budget that included the allocation of approximately \$5.5 million of non-recurring revenue to provide a one-time COVID Retention Supplement to employees who were excluded from the state's or other federal disaster relief payment programs.~~

~~USEP believes that all instructional~~ The Board and Union agree that all employees should be recognized for their continued service to students and agree to provide a COVID Retention Supplements/Bonus based on the terms and conditions outlined below: ~~included in this benefit and accordingly desire to offer Qualified Disaster Relief Payments to full time instructional employees who are excluded from the bonus provided in SB-2500;~~

~~USEP and the District agree to Qualified Disaster Relief Payments on the terms and conditions set forth herein.~~

1. ~~To be eligible for a COVID Retention Supplement, an employee must have earned a year of service credit for the 2020-2021 school year and be actively employed with the District as of the date the COVID Retention Supplements/Bonus are paid MOU is signed.~~
2. ~~Under the following two conditions, a retiree or a former employee will be eligible for a one-time bonus of \$1,000:~~
  - a. ~~The retired employee has a year of service credit for the 2020-2021 school year and retired during 2020-2021 or the first part of 2021-2022.~~
  - b. ~~The former employee lost his or her life as a result of COVID while employed during 2020-2021 or the first part of 2021-2022.~~

~~2 Full time instructional employees covered in the instructional bargaining unit, excluded from the payments under SB2500, who were employed by the district on June 2, 2021 or on the last day of school for the 2020-2021 school year, whichever is better for the employee will be paid one thousand dollars (\$1,000).~~

3. This payment is Both the supplements and bonus in this MOU are non-recurring and does not become part of the employee's base salary or the former employees' FRS base for contribution purposes.
4. This payment is a Qualified Disaster Relief Payment, and taxes will not be withheld. The Covid Retention-Supplements will be subject to applicable withholdings and will be reported to the Florida Retirement System (FRS) as earnings. The Covid Bonus will be subject to applicable withholding and will not be reported to the Florida Retirement System (FRS) as earnings
5. Both the supplement and bonus contained in this MOU shall be paid in a lump-sum payment within forty-five (45) calendar days of the signing of this MOU.
6. ~~Instructional e~~Employees who may be eligible for Qualified Disaster Relief Payments from other sources will not receive the District provided supplement or bonus, this payment. For example, to the extent that Qualified Disaster Relief pay may be available under state or federal funds for essential workers and for instructional essential workers and such term is interpreted to include instructional employees, the employee will receive only one payment.

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For the Board

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Date

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For the Union

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Date