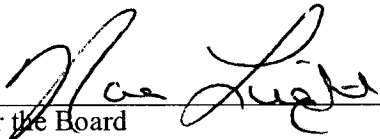


**MEMORANDUM OF UNDERSTANDING**  
**Board Proposal**  
**2025-2026 Classroom Teacher and Other Instructional Personnel Salary Increase**  
**Allocation**  
**September 16, 2025**

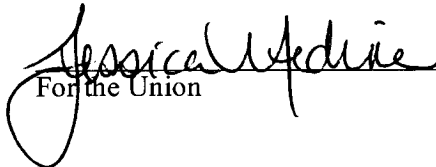
During the 2025 Legislative Session, the Florida Legislature increased funding to the Classroom Teacher and Other Instructional Personnel Salary Increase Allocation and provided an additional \$101.9 million statewide specifically for teacher salary and benefit increases. As provided for by law, the increased funding for 2025-2026 must be used to either (a) cover increased personnel compensation costs, or (b) provide salary increases to full-time classroom teachers or other instructional personnel with at least two years of full-time teaching experience.

Based on the most recent FEFP Calculation released on July 18, 2025, Pasco County received an additional \$2,939,364 for classroom teacher and other instructional personnel salary increases. Of this total amount, approximately 11.35% has been allocated to the District's charter schools based on the Florida Department of Education's calculation methodology, leaving approximately \$2,605,733 of new funding for the District's use.

The Board and the Union agree that the District shall utilize the "growth" portion of the allocation, \$2,605,733, to apply towards the increased costs associated with the comprehensive employee health insurance package provided to classroom teachers and other instructional staff members for the 2025-2026 fiscal year.

  
For the Board

9/16/25  
Date

  
For the Union

9/16/2025  
Date