

**Union Proposal**  
**Memorandum of Understanding**  
**COVID Bonus**  
**Instructional Bargaining Unit**  
**October 25, 2021**

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.

The Board and Union agree that employees who had a year of service credit in 2020-2021 and retired during 2020-2021 or retired in 2021-2022 prior to the signing of this MOU will be eligible for a one-time bonus of \$1,000.

The bonus in this MOU is non-recurring and does not become part of the former employee's salary or FRS base for contribution purposes.

The Covid Bonus will be subject to applicable withholding and will not be reported to the Florida Retirement System (FRS) as earnings.

The 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.

Retirees who received Qualified Disaster Relief Payments from other sources will not be eligible to receive this payment.

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For the Board

\_\_\_\_\_  
Date

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For the Union

\_\_\_\_\_  
Date