

## Board Counterproposal #1

### Memorandum of Understanding

#### ~~\$1,000 Qualified Disaster Relief Payments~~ COVID Retention Supplements

#### Instructional Bargaining Unit

August 30, 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 COVID Retention Supplements 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 are paid.
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).~~
2. ~~This payment is~~ Supplements are non-recurring and does not become part of the employee's base salary.
3. ~~This payment is a Qualified Disaster Relief Payment, and taxes will not be withheld.~~ Supplements will be subject to applicable withholdings and will be reported to the Florida Retirement System (FRS) as earnings.
4. ~~Instructional e~~Employees who may be eligible for Qualified Disaster Relief Payments from other sources will not receive the District provided supplement. 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