

Letter of Agreement

Closing of Gulfside Elementary and Paul R. Smith Middle School

Reopening of Paul R. Smith K8

September 16, 2025

On or around June 2, 2026, the District will close Gulfside Elementary and Paul R. Smith Middle Schools. The two schools will be combined and reopened as a K8 school on the current Paul R. Smith Middle School site to begin the 2026-2027 school year. The K8 model is a research-based model that Pasco County Schools already utilizes and that has led to both academic successes and system efficiencies.

Staffing Instructional Positions for 2026-2027:

Teachers currently employed at these two schools at the end of the 2025-2026 school year will staff the K8 school when it opens in August of 2026. Absent significant changes to student enrollment or the realignment of the District's special programs, the District anticipates having allocations at the K8 for all instructional staff for both schools. Should there not be enough allocations, the District will create a pool of candidates from staff working at the two schools for the 2025-2026 school year and will fill positions using the provisions of Article VII Section F – Involuntary Transfers. By employment contract, any instructional staff member on a temporary service contract will be required to re-apply for any open positions for the 2026-2027 school year. Any teacher that does not want to be reassigned to the K8 for 2026-2027 will be free to seek a position elsewhere.

Staffing for SRP Positions for 2026-2027:

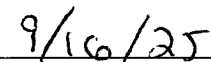
The District does not anticipate having enough allocations for all SRP staff currently working at both schools. Therefore, the District will create a pool of candidates from staff working at the two schools for the 2025-2026 school year and will fill positions using the provisions of Article VII, Sections D & E – Layoff and Recall.

Monitoring:

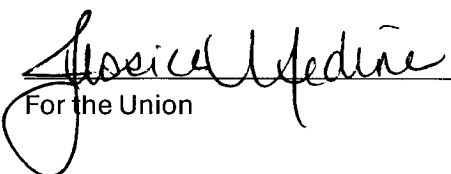
In order to support the success of this new school, the Board and Union agree to meet during the 2026-2027 school year to resolve any concerns arising from the implementation of this agreement. This agreement is unique to these two schools and does not, in any way, constitute a precedent-setting event in future situations.



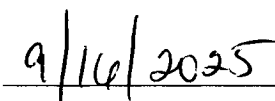
For the Board



Date



For the Union



Date