

MEMORANDUM OF UNDERSTANDING

Classroom Teacher and Other Instructional Personnel Salary Increase

Parties

This Memorandum of Understanding (hereinafter "MOU" or "Agreement") is entered into by and between the **School Board of Glades County** (hereinafter "Board" or "District"), a public employer as defined under Chapter 447, Florida Statutes, and the **Glades County Teachers' Association** (hereinafter "Association" or "Union"), the exclusive collective bargaining representative for the instructional bargaining unit, collectively referred to as the "Parties."

Purpose

To establish how **Classroom Teacher and Other Instructional Personnel Salary Increase** funds will be distributed in compliance with Florida law requiring a board-approved and union-ratified plan. The District's allocation was \$104,285. The District FICA share is 7.65% and FRS14.03% combined (total percentage 21.68%) amount (\$18,580.69) for a total available amount for distribution of \$85,704.31.

Distribution

1. \$85,704.31 will be divided equally among eligible classroom teachers with 10 or more years of teaching experience in the state of Florida as dictated by Florida law.
2. The total number of eligible teachers was determined on July 10th, 2026 and once the Board receives the TSIA funds, then the funds will be divided equally and paid accordingly. Presently, the number qualifying is 42 and each will receive 2,040.58
3. If any additional new **Classroom Teachers and Other Instructional Personnel Salary Increase** funds are received after the initial distribution, those funds will be distributed using the same agreed to method which would divide \$85,704.31 by number eligible.

Proviso language to Classroom Teacher and Other Instructional Personnel Salary Increase: From the funds in Specific Appropriations 5 and 88, funding is provided for school districts and charter schools to provide salary increases to full-time classroom teachers and certified prekindergarten teachers funded in the Florida Education Finance Program with at least ten years of full-time teaching experience in a Florida public school. The amount of such an increase may not exceed \$3,000. If a school district has any funds remaining after providing the salary increases, the school district must use these funds to provide salary increases to instructional personnel or for increased costs related to personnel compensation

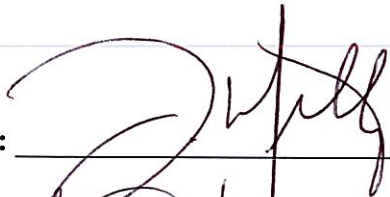
and provide a report to the department by January 1, 2027, on the expenditure of such funds. Each school district and charter school shall use 1.06 percent of its base FEFP funding amount as provided in HB 5001.

This bargaining was for TSIA funds only and the parties agreed to continue to separately bargain compensation, benefits, and other working conditions for the bargaining unit.

This agreement takes effect upon **School Board approval and Union ratification.**

Signatures

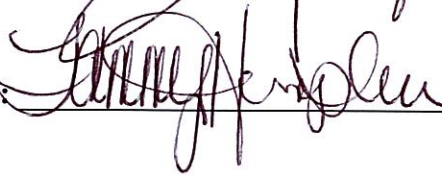
District Representative:



Date:

7/23/26

Union Representative:



Date:

7/23/26