

Documents:

#1- MOU

#2- Article 22 Language

#3- EWBS

#4- Salary Schedule D with 1% increase

#5- Salary Schedule G with 1% increase

#6- Salary increase with range

MEMORANDUM OF UNDERSTANDING

School Board of Pinellas County

And

SEIU/Florida Public Services Union, CTW-CLC

This Memorandum of Understanding ("MOU") dated this 26th day of September, 2025 is between the School Board of Pinellas County, Florida (the "District" or "Board") and the SEIU/Florida Public Services Union, CTW-CLC ("Union").

WHEREAS, on April 9, 2025, the parties entered into a Memorandum of Understanding (MOU) regarding the distribution of the one mill ad valorem tax approved by the voters of Pinellas County Florida in the general election held on November 5, 2024; and

WHEREAS, the bargaining unit approved the MOU by a ratification vote completed on April 14, 2025, and approved by the Board at a School Board meeting held on April 22, 2025; and

WHEREAS, pursuant to the MOU, the parties agreed that beginning July 1, 2025, full-time regular support employees will receive Referendum Retention Income for the 2025-2026 fiscal year equal to approximately two thousand nine hundred and ten dollars (\$2,910), less applicable taxes, and part-time regular support employees will receive a pro-rated amount based on the number of hours worked; and

WHEREAS, the parties acknowledged that fluctuations in property values, tax collections and other variables would affect the amount of the Referendum Retention Income but agreed that \$2,910 would be payable for the 2025-2026 school year with adjustments to be made annually (up or down) to reflect the tax revenue collected.

NOW THEREFORE, the parties agree as follows:

1. The MOU is amended to authorize a distribution prior to end of the 2025-2026 school year notwithstanding that the MOU provides that the amount of the Referendum Retention Income would not be re-evaluated until after the available tax revenue was determined following the date that property taxes are due and payable on March 31, 2026.
2. Full-time support employees (including part-time employees holding multiple jobs and therefore eligible for benefits), who are employed on October 10, 2025, and remain employed in the bargaining unit on December 1, 2025, will receive a one-time non-recurring payment in the amount of one hundred fifty dollars (\$150), less applicable taxes, on

December 19, 2025. Full-time support employees (including part-time employees holding multiple jobs and therefore eligible for benefits), who are employed on February 6, 2026, and remain employed on May 18, 2026, will receive a one-time non-recurring payment in the amount of one hundred fifty dollars (\$150), less applicable taxes, on May 22, 2026.

3. Part-time support employees (who are not eligible for benefits), employed on October 10, 2025, and remain employed in the bargaining unit on December 1, 2025, will receive a one-time non-recurring payment in the amount of seventy-five dollars (\$75), less applicable taxes, on December 19, 2025. Part-time employees (who are not eligible for benefits) employed on February 6, 2026, and remain employed on May 18, 2026, will receive a one-time non-recurring payment in the amount of seventy-five dollars (\$75), less applicable taxes, on May 22, 2026.
4. Pursuant to School Board Policy 2140, the Independent Citizens Referendum Oversight Committee (ICROC), will continue to monitor the expenditure of referendum dollars over the four-year implementation period.
5. In all respects, the MOU remains in full force and effect.

School Board of Pinellas County, Florida

By: 

Stephanie Woodford, Deputy Superintendent

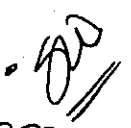
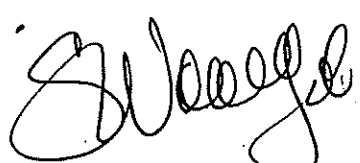
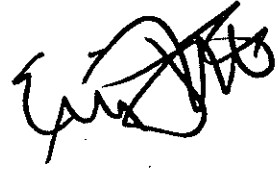
Date: 9/26/25

SEIU/Florida Public Services Union,
CTW-CLC

By: 

Erin Medeiros Esq.,
Counsel for SEIU/FPSU

Date: 9/26/25

We agree to a 1% increase to all levels on the "D" & "G" salary schedule. 
We agree to a Level "D" addition ~~to the schedule~~
- a level "U", if needed.²
 

ARTICLE 22 DEPARTMENTAL OPERATIONS

Article 22, Section 2. PLANT OPERATIONS

- J. Employees in the Plant Operations department shall be required to wear uniforms consisting of district-provided shirts. The district will provide five (5) shirts to each plant operator as well as one-hundred twenty dollars (\$120) per year for American Society Testing Materials (ASTM)-approved footwear consistent with the type of work performed by the employee. Uniforms will be replaced as necessary based on normal wear and tear. Management reserves the right to require an employee to reveal the certification emblem on footwear upon request. It shall be the employee's responsibility to provide sales receipts for reimbursement. Management shall replace all damaged or worn out shoes that meet the above-referenced certification and uniform items on a one-for-one exchange basis including shoes not to exceed one-hundred twenty dollars (\$120).

Article 22, Section 4. Vehicle Maintenance

All Journeyman Automotive Mechanics shall furnish their own set of hand tools sufficient to perform their assigned duties. The Board agrees to provide a tool allowance for all mechanics in the amount of one hundred dollars (\$100) per month. The Director of Transportation, or his/her designee, has the right to periodically inspect all journeyman automotive mechanics' toolboxes to assure that the tool allowance given to each mechanic is used to upgrade and meet the inventory of tools required of each journeyman mechanic.

Vehicle maintenance employees will be required to wear uniforms. The district will provide uniforms that consist of:

- a. Eleven (11) sets per employee (one (1) workweek of clean uniforms). Uniforms will be replaced as necessary based on normal wear and tear.
- b. One (1) jacket. The jacket will be replaced as necessary based on normal wear and tear.
- c. A shoe allowance of one-hundred twenty dollars (\$120) per year for American Society Testing Materials (ASTM) approved footwear consistent with the type of work performed by the employee. Management reserves the right to require an employee to reveal the certification emblem on footwear, upon request. It shall be the employee's responsibility to provide

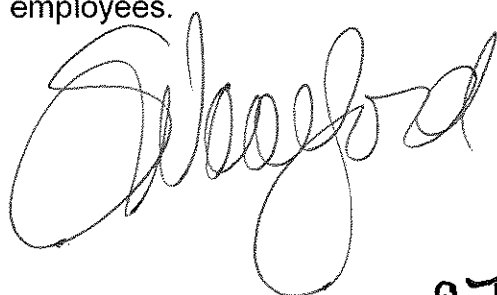

9/3/25

sales receipts for reimbursement. Management shall replace all damaged or worn-out shoes that meet the above-referenced certification in an amount not to exceed one-hundred twenty (\$120) dollars.

Article 22, Section 5. MAINTENANCE/WAREHOUSE

- B. Employees in the maintenance department shall be required to wear uniforms. The district will provide uniforms, including five (5) shirts, five (5) pants, five (5) shorts, one (1) sweatshirt, one (1) jacket, one (1) hat and a shoe allowance of one-hundred twenty (\$120) per year for ASTM/ANSI-approved footwear consistent with the type of work performed by the employee. Uniforms will be replaced as necessary based on normal wear and tear. Management reserves the right to require an employee to reveal the certification emblem on footwear upon request. It shall be the employee's responsibility to provide sales receipts for reimbursement. Management shall replace all damaged or worn-out shoes that meet the above-referenced certification and uniform items on a one-for-one exchange basis including shoes not to exceed one-hundred twenty (\$120) dollars.
- C. Pest Control Technicians will be required to wear uniforms. The district will provide laundered uniforms that consist of:
- Eleven (11) sets per employee (one (1) workweek of clean uniforms). Uniforms will be replaced as necessary based on normal wear and tear.
 - A shoe allowance of one-hundred twenty dollars (\$120) per year for American Society Testing Materials (ASTM)-approved footwear consistent with the type of work performed by the employee. Management reserves the right to require an employee to reveal the certification emblem on footwear, upon request. It shall be the employee's responsibility to provide sales receipts for reimbursement. Management shall replace all damaged or worn-out shoes that meet the above-referenced certification in an amount not to exceed one-hundred twenty dollars (\$120).

The Pinellas County School District logo shall be placed on shirts, jackets, sweatshirts and hats. It shall be the responsibility of each maintenance employee to wear the complete uniform issued. Employees not wearing the appropriate uniform shall be subject to disciplinary action. On each Friday that an employee works, he/she shall have the option of wearing either a uniform shirt, or a FPSU Union shirt. However, employees must wear PCS issued identification at all times that clearly identifies them as School Board employees.



CFM
9/3/25

Option #7 Pinellas County Schools 2026 Health Plan - merging of Select and Choice POS plan with GLP-1 Exclusion

Plan	2025 Projected Enr (May)	Total Monthly Premium	ANNUAL PREMIUM Expense	10 Month Per Pay	Per Pay Board Cost	Per Pay Board Cost Increase (Decrease)	Monthly Board Cost	Total Annual Board Cost	Total Annual Employee Cost	Monthly Employee Cost	Employee Deductions	Employee Increase (Decrease)	Annual Increase (Decrease)
COHRP													
Employee	538	885.87	\$5,719,198.24	\$531.52	\$454.52	(\$9.28)	\$757.54	\$4,890,678.24	\$828,488.48	\$128.33	\$77.00	(\$2.00)	(40.00)
Emp + Child(ren)	105	1,551.16	\$1,954,465.80	\$930.70	\$739.70	(\$15.10)	\$1,232.83	\$1,553,365.80	\$401,095.80	\$318.33	\$151.00	(\$4.00)	(80.00)
Emp + Sp	94	1,752.18	\$1,978,455.28	\$1,051.31	\$837.31	(\$17.09)	\$1,395.51	\$1,574,135.28	\$402,323.76	\$356.67	\$214.00	(\$4.00)	(80.00)
Family	137	2,527.45	\$4,155,133.28	\$1,516.47	\$1,232.47	(\$25.13)	\$2,054.12	\$3,376,973.28	\$778,154.52	\$473.33	\$284.00	(\$6.00)	(120.00)
2Board Fam	26	2,527.45	\$788,563.23	\$1,516.47	\$1,329.47	(\$27.13)	\$2,215.78	\$691,323.23	\$97,241.04	\$311.67	\$187.00	(\$4.00)	(80.00)
Total	900		\$14,593,815.83					\$12,086,475.83	\$2,507,313.60				
Select													
Employee	2,888	925.87	\$32,087,066.24	\$555.52	\$454.52	(\$9.28)	\$757.54	\$26,253,306.24	\$5,833,644.48	\$168.33	\$101.00	\$0.00	0.00
Emp + Child(ren)	695	1,629.50	\$13,590,002.20	\$977.70	\$739.70	(\$15.10)	\$1,232.83	\$10,281,802.20	\$3,308,227.80	\$396.67	\$238.00	(\$2.00)	(40.00)
Emp + Sp	503	1,835.51	\$11,079,136.36	\$1,101.31	\$837.31	(\$17.09)	\$1,395.51	\$8,423,298.36	\$2,655,840.00	\$440.00	\$264.00	\$0.00	0.00
Family	1,058	2,842.45	\$33,548,587.52	\$1,585.47	\$1,232.47	(\$25.13)	\$2,054.12	\$26,079,107.52	\$7,469,437.68	\$588.33	\$353.00	\$0.00	0.00
2Board Fam	196	2,842.45	\$6,215,033.61	\$1,585.47	\$1,329.47	(\$27.13)	\$2,215.78	\$5,211,513.61	\$1,003,527.84	\$426.67	\$256.00	\$2.00	40.00
Total	5,340		\$96,519,827.93					\$76,249,027.93	\$20,270,677.80				
Choice POS													
Employee	836	925.87	\$9,288,361.28	\$555.52	\$454.52	(\$9.28)	\$757.54	\$7,599,641.28	\$1,688,686.56	\$168.33	\$101.00	(\$11.00)	(220.00)
Emp + Child(ren)	115	1,629.50	\$2,248,705.40	\$977.70	\$739.70	(\$15.10)	\$1,232.83	\$1,701,305.40	\$547,404.60	\$396.67	\$238.00	(\$24.00)	(480.00)
Emp + Sp	172	1,835.51	\$3,788,492.64	\$1,101.31	\$837.31	(\$17.09)	\$1,395.51	\$2,880,332.64	\$908,160.00	\$440.00	\$264.00	(\$23.00)	(460.00)
Family	208	2,842.45	\$6,595,563.52	\$1,585.47	\$1,232.47	(\$25.13)	\$2,054.12	\$5,127,088.52	\$1,468,471.68	\$588.33	\$353.00	(\$44.00)	(880.00)
2Board Fam	24	2,842.45	\$761,024.52	\$1,585.47	\$1,329.47	(\$27.13)	\$2,215.78	\$638,144.52	\$122,880.96	\$426.67	\$256.00	(\$42.00)	(840.00)
Total	1,355		\$22,682,147.36					\$17,946,507.36	\$4,735,603.80				
Basic Essential													
Employee	764	820.87	\$7,525,766.72	\$482.52	\$454.52	(\$9.28)	\$757.54	\$6,945,126.72	\$580,609.44	\$63.33	\$36.00	(\$1.00)	(20.00)
Emp + Child(ren)	96	1,444.50	\$1,664,060.16	\$866.70	\$739.70	(\$15.10)	\$1,232.83	\$1,420,220.16	\$243,843.84	\$211.67	\$127.00	(\$3.00)	(60.00)
Emp + Sp	60	1,623.84	\$1,169,167.20	\$974.31	\$837.31	(\$17.09)	\$1,395.51	\$1,004,767.20	\$164,397.60	\$228.33	\$137.00	(\$3.00)	(60.00)
Family	95	2,337.45	\$2,664,696.80	\$1,402.47	\$1,232.47	(\$25.13)	\$2,054.12	\$2,341,696.80	\$322,996.20	\$283.33	\$170.00	(\$3.00)	(60.00)
2Board Fam	12	2,337.45	\$336,592.26	\$1,402.47	\$1,329.47	(\$27.13)	\$2,215.78	\$319,072.26	\$17,520.48	\$121.67	\$73.00	(\$1.00)	(20.00)
Total	1,027		\$13,360,283.14					\$12,030,883.14	\$1,329,367.56				
Total Health													
Averages (BD & EE)													
Total Health													
Averages (BD & EE)													
Total Health													
Averages (BD & EE)													
Total Health													
Averages (BD & EE)													
Total Health													
Averages (BD & EE)													
Total Health													
Averages (BD & EE)													
Total Health													
Averages (BD & EE)													
Total Health													
Averages (BD & EE)													
Total Health													
Averages (BD & EE)													
Total Health													
Averages (BD & EE)													
Total Health													
Averages (BD & EE)													
Total Health													
Averages (BD & EE)													
Total Health													
Averages (BD & EE)													
Total Health													
Averages (BD & EE)													
Total Health													
Averages (BD & EE)													
Total Health													
Averages (BD & EE)													
Total Health													
Averages (BD & EE)													
Total Health													
Averages (BD & EE)													
Total Health													
Averages (BD & EE)													
Total Health													
Averages (BD & EE)													
Total Health													
Averages (BD & EE)													
Total Health													
Averages (BD & EE)													
Total Health													
Averages (BD & EE)													
Total Health													
Averages (BD & EE)													
Total Health													
Averages (BD & EE)													
Total Health													
Averages (BD & EE)													
Total Health													
Averages (BD & EE)													
Total Health													
Averages (BD & EE)													
Total Health													
Averages (BD & EE)													
Total Health													
Averages (BD & EE)													
Total Health													
Averages (BD & EE)													
Total Health													
Averages (BD & EE)													
Total Health													
Averages (BD & EE)													
Total Health													
Averages (BD & EE)													
Total Health													
Averages (BD & EE)													
Total Health													
Averages (BD & EE)													
Total Health													
Averages (BD & EE)													
Total Health													
Averages (BD & EE)													
Total Health													
Averages (BD & EE)													
Total Health													
Averages (BD & EE)													
Total Health													
Averages (BD & EE)													
Total Health													
Averages (BD & EE)													
Total Health													
Averages (BD & EE)													
Total Health													
Averages (BD & EE)													
Total Health													
Averages (BD & EE)													
Total Health													
Averages (BD & EE)													
Total Health													
Averages (BD & EE)													
Total Health													
Averages (BD & EE)													
Total Health													
Averages (BD & EE)													
Total Health													
Averages (BD & EE)													
Total Health													
Averages (BD & EE)													
Total Health													
Averages (BD & EE)													
Total Health													
Averages (BD & EE)													
Total Health													
Averages (BD & EE)													
Total Health													
Averages (BD & EE)													
Total Health													
Averages (BD & EE)													
Total Health													
Averages (BD & EE)													
Total Health													
Averages (BD & EE)													
Total Health													
Averages (BD & EE)													
Total Health													
Averages (BD & EE)													
Total Health													
Averages (BD & EE)													
Total Health													
Averages (BD & EE)													
Total Health													
Averages (BD & EE)													
Total Health													
Averages (BD & EE)													
Total Health													
Averages (BD & EE)													
Total Health													
Averages (BD & EE)													
Total Health													
Averages (BD & EE)													
Total Health													
Averages (BD & EE)													
Total Health													
Averages (BD & EE)													
Total Health													
Averages (BD & EE)													
Total Health													
Averages (BD & EE)													
Total Health													
Averages (BD & EE)													
Total Health													
Averages (BD & EE)													
Total Health													
Averages (BD & EE)													
Total Health													
Averages (BD & EE)													
Total Health													
Averages (BD & EE)													
Total Health													
Averages (BD & EE)													
Total Health													
Averages (BD & EE)													
Total Health													
Averages (BD & EE)													
Total Health													
Averages (BD & EE)													
Total Health													
Averages (BD & EE)													
Total Health													
Averages (BD & EE)													
Total Health													
Averages (BD & EE)													
Total Health													
Averages (BD & EE)													
Total Health													
Averages (BD & EE)													
Total Health													
Averages (BD & EE)													
Total Health													
Averages (BD & EE)													
Total Health													
Averages (BD & EE)													
Total Health													
Averages (BD & EE)													
Total Health													
Averages (BD & EE)													
Total Health													
Averages (BD & EE)													
Total Health													
Averages (BD & EE)													
Total Health													
Averages (BD & EE)													
Total Health													
Averages (BD & EE)													
Total Health													
Averages (BD & EE)													
Total Health													
Averages (BD & EE)													
Total Health													
Averages (BD & EE)													
Total Health													
Averages (BD & EE)													
Total Health													
Averages (BD & EE)													
Total Health													
Averages (BD & EE)													
Total Health													
Averages (BD & EE)													
Total Health													
Averages (BD & EE)													
Total Health													
Averages (BD & EE)													
Total Health													
Averages (BD & EE)													
Total Health													
Averages (BD & EE)													
Total Health													
Averages (BD & EE)													
Total Health													
Averages (BD & EE)													
Total Health													
Averages (BD & EE)													
Total Health													
Averages (BD & EE)													
Total Health													
Averages (BD & EE)													
Total Health													
Averages (BD & EE)													
Total Health													
Averages (BD & EE)													
Total Health													
Averages (BD & EE)													
Total Health													
Averages (BD & EE)													
Total Health													

TENTATIVE BARGAINING AGREEMENT

80% 20%
\$147,155,857
\$154,228,594
(\$7,072,737)

Signature Date 9/3/25

Signature Date 9/3/25

* Rates may be adjusted for rounding.

#4- Salary Schedule D with 1% increase

9/26/2025

NON-EXEMPT SALARY SCHEDULE "D"

2024/2025 School Year

SUPPORT STAFF HOURLY RATES

Pay Grade	Level E	Level F	Level G	Level H	Level I	Level J	Level K	Level L	Level M	Level N	Level O	Level P	Level Q	Level R	Level S	Level T	Level U
5	\$15,000	\$15,750	\$16,200	\$16,237	\$16,275	\$16,312	\$16,350	\$16,387	\$16,425	\$16,462	\$17,178	\$17,704	\$18,269	\$18,826	\$19,416	\$20,019	\$20,646
6	\$15,000	\$15,750	\$16,312	\$16,350	\$16,387	\$16,425	\$16,462	\$16,500	\$16,538	\$16,575	\$17,178	\$17,704	\$18,269	\$18,826	\$19,416	\$20,019	\$20,646
7	\$15,000	\$15,750	\$16,425	\$16,462	\$16,500	\$16,538	\$16,575	\$16,612	\$16,650	\$16,688	\$17,178	\$17,704	\$18,269	\$18,826	\$19,416	\$20,019	\$20,646
8	\$15,000	\$15,750	\$16,538	\$16,575	\$16,612	\$16,650	\$16,688	\$16,725	\$16,762	\$16,800	\$17,178	\$17,704	\$18,269	\$18,826	\$19,416	\$20,019	\$20,646
9	\$17,906	\$18,736	\$19,537	\$19,792	\$20,047	\$20,302	\$20,557	\$20,812	\$21,067	\$21,322	\$22,622	\$23,395	\$24,168	\$24,941	\$25,714	\$26,487	\$27,260
10	\$19,792	\$20,542	\$21,292	\$21,547	\$21,802	\$22,057	\$22,312	\$22,567	\$22,822	\$23,077	\$24,377	\$25,150	\$25,923	\$26,696	\$27,469	\$28,242	\$29,015
11	\$21,750	\$22,500	\$23,250	\$23,505	\$23,760	\$24,015	\$24,270	\$24,525	\$24,780	\$25,035	\$26,335	\$27,108	\$27,881	\$28,654	\$29,427	\$30,200	\$30,973
12	\$23,930	\$24,680	\$25,430	\$25,685	\$25,940	\$26,195	\$26,450	\$26,705	\$26,960	\$27,215	\$28,515	\$29,288	\$30,061	\$30,834	\$31,607	\$32,380	\$33,153
13	\$26,328	\$27,078	\$27,828	\$28,083	\$28,338	\$28,593	\$28,848	\$29,103	\$29,358	\$29,613	\$30,913	\$31,686	\$32,459	\$33,232	\$34,005	\$34,778	\$35,551
14	\$28,947	\$29,697	\$30,447	\$30,702	\$30,957	\$31,212	\$31,467	\$31,722	\$31,977	\$32,232	\$33,532	\$34,305	\$35,078	\$35,851	\$36,624	\$37,397	\$38,170

With rounding to 4 decimal places

PROPOSED NON-EXEMPT SALARY SCHEDULE "D"

2025/2026 School Year

SUPPORT STAFF HOURLY RATES*

Pay Grade	Level D	Level E	Level F	Level G	Level H	Level I	Level J	Level K	Level L	Level M	Level N	Level O	Level P	Level Q	Level R	Level S	Level T	Level U
5	\$15,000	\$15,150	\$15,300	\$15,450	\$15,600	\$15,750	\$15,900	\$16,050	\$16,200	\$16,350	\$16,500	\$16,650	\$16,800	\$16,950	\$17,100	\$17,250	\$17,400	\$17,550
6	\$15,000	\$15,150	\$15,300	\$15,450	\$15,600	\$15,750	\$15,900	\$16,050	\$16,200	\$16,350	\$16,500	\$16,650	\$16,800	\$16,950	\$17,100	\$17,250	\$17,400	\$17,550
7	\$15,000	\$15,150	\$15,300	\$15,450	\$15,600	\$15,750	\$15,900	\$16,050	\$16,200	\$16,350	\$16,500	\$16,650	\$16,800	\$16,950	\$17,100	\$17,250	\$17,400	\$17,550
8	\$16,356	\$16,506	\$16,656	\$16,806	\$16,956	\$17,106	\$17,256	\$17,406	\$17,556	\$17,706	\$17,856	\$18,006	\$18,156	\$18,306	\$18,456	\$18,606	\$18,756	\$18,906
9	\$17,906	\$18,106	\$18,306	\$18,506	\$18,706	\$18,906	\$19,106	\$19,306	\$19,506	\$19,706	\$19,906	\$20,106	\$20,306	\$20,506	\$20,706	\$20,906	\$21,106	\$21,306
10	\$19,792	\$19,992	\$20,192	\$20,392	\$20,592	\$20,792	\$20,992	\$21,192	\$21,392	\$21,592	\$21,792	\$21,992	\$22,192	\$22,392	\$22,592	\$22,792	\$22,992	\$23,192
11	\$21,750	\$21,950	\$22,150	\$22,350	\$22,550	\$22,750	\$22,950	\$23,150	\$23,350	\$23,550	\$23,750	\$23,950	\$24,150	\$24,350	\$24,550	\$24,750	\$24,950	\$25,150
12	\$23,930	\$24,130	\$24,330	\$24,530	\$24,730	\$24,930	\$25,130	\$25,330	\$25,530	\$25,730	\$25,930	\$26,130	\$26,330	\$26,530	\$26,730	\$26,930	\$27,130	\$27,330
13	\$26,328	\$26,528	\$26,728	\$26,928	\$27,128	\$27,328	\$27,528	\$27,728	\$27,928	\$28,128	\$28,328	\$28,528	\$28,728	\$28,928	\$29,128	\$29,328	\$29,528	\$29,728
14	\$28,947	\$29,147	\$29,347	\$29,547	\$29,747	\$29,947	\$30,147	\$30,347	\$30,547	\$30,747	\$30,947	\$31,147	\$31,347	\$31,547	\$31,747	\$31,947	\$32,147	\$32,347

1% Proposed Increase

Referendum Information: The salary amounts listed above exclude an additional \$2,910 in referendum supplement dollars effective July 1, 2025, through June 30, 2026, as approved by the voters of Pinellas County. Each year, a representative from the Finance Division will certify to the Bargaining Leadership Team (BLT) the supplement amount, based on certified tax roll projections and actual tax collections from the prior year. Any necessary adjustments to the supplement will be calculated and communicated to the BLT.

PROPOSED NON-EXEMPT SALARY SCHEDULE "D"

2025/2026 School Year

SUPPORT STAFF PERCENTAGE INCREASE FROM PRIOR LEVELS

Pay Grade	Level D	Level E	Level F	Level G	Level H	Level I	Level J	Level K	Level L	Level M	Level N	Level O	Level P	Level Q	Level R	Level S	Level T	Level U
5	0.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%
6	0.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%
7	0.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%
8	0.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%
9	0.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%
10	0.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%
11	0.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%
12	0.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%
13	0.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%
14	0.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%

*Pending Ratification and Board Approval

5- Salary Schedule G with 1% increase

9/26/2025

NON-EXEMPT SALARY SCHEDULE "G"

2024/2025 School Year

SUPPORT STAFF HOURLY RATES

Pay Grade	Level F	Level G	Level H	Level I	Level J	Level K	Level L	Level M	Level N	Level O	Level P	Level Q	Level R	Level S	Level T
10	\$20.0000	\$20.5428	\$20.9900	\$21.6490	\$22.3315	\$23.0375	\$23.7671	\$24.5201	\$25.2968	\$26.0970	\$26.9207	\$27.7681	\$28.6505	\$29.5567	\$30.4979
11	\$21.7580	\$22.5080	\$23.0140	\$23.7318	\$24.4731	\$25.2498	\$26.0501	\$26.8737	\$27.7210	\$28.5917	\$29.4979	\$30.4276	\$31.3924	\$32.3926	\$33.4164

With rounding to 4 decimal places

1% Proposed Increase

PROPOSED NON-EXEMPT SALARY SCHEDULE "G"

2025/2026 School Year

SUPPORT STAFF HOURLY RATES*

Pay Grade	Level E	Level F	Level G	Level H	Level I	Level J	Level K	Level L	Level M	Level N	Level O	Level P	Level Q	Level R	Level S	Level T
10	\$20.0000	\$20.2000	\$20.7482	\$21.1999	\$21.8655	\$22.5548	\$23.2679	\$24.0048	\$24.7653	\$25.5498	\$26.3580	\$27.1899	\$28.0458	\$28.9370	\$29.8523	\$30.8029
11	\$21.7580	\$21.9756	\$22.7331	\$23.2441	\$23.9691	\$24.7178	\$25.5023	\$26.3106	\$27.1424	\$27.9982	\$28.8776	\$29.7929	\$30.7319	\$31.7063	\$32.7165	\$33.7506

Referendum Information: The salary amounts listed above exclude an additional \$2,910 in referendum supplement dollars effective July 1, 2025, through June 30, 2026, as approved by the voters of Pinellas County, representative from the Finance Division will certify to the Bargaining Leadership Team (BLT) the supplement amount, based on certified tax roll projections and actual tax collections from the prior year. Any necessary adjustments to the supplement will be calculated and communicated to the BLT.

PROPOSED NON-EXEMPT SALARY SCHEDULE "G"

2025/2026 School Year

SUPPORT STAFF PERCENTAGE INCREASE FROM PRIOR LEVELS

Pay Grade	Level E	Level F	Level G	Level H	Level I	Level J	Level K	Level L	Level M	Level N	Level O	Level P	Level Q	Level R	Level S	Level T
10	0.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%
11	0.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%

*Pending Ratification and Board Approval

9/29/2025

#6- Salary increase range

SEIU