

**MEMORANDUM OF UNDERSTANDING BETWEEN
THE SCHOOL DISTRICT OF PALM BEACH COUNTY, FLORIDA
AND
THE SERVICE EMPLOYEES INTERNATIONAL UNION-
FLORIDA PUBLIC SERVICES EMPLOYEES UNION (SEIU/FPSU/AESOP)**

Salary for 2026 Calendar Year

This Memorandum of Understanding (MOU) is entered into by and between the School District of Palm Beach County ("District") and the Service Employees International Union/Florida Public Services Union ("Union") to provide a salary adjustment for employees in the bargaining unit formerly represented by AESOP, while the Parties engage in negotiations for a successor collective bargaining agreement. The Parties acknowledge that this MOU is intended solely to prevent delays in salary increases for affected employees during that process.

Purpose

The Parties expressly agree that this MOU addresses salary matters only. Except as expressly stated herein, all other wages, hours, terms, and conditions of employment shall remain unchanged and are expressly reserved for negotiation in a new collective bargaining agreement. Nothing in this MOU shall be construed as the adoption, continuation, or revival of the prior AESOP collective bargaining agreement.

Salary Adjustment

The Parties agree that effective January 1, 2026, the annual pay rates of employees covered by this MOU shall be increased by 3.5%.

Each employee who remains employed by the District in this bargaining unit on the date the School Board approves this MOU shall be paid the salary increase retroactive to January 1, 2026. Employees who are no longer employed by the District in the bargaining unit as of the date of School Board approval are not entitled to retroactive pay under this MOU. The salary adjustment shall be implemented as soon as administratively practicable following School Board approval and completion of payroll processing.

The Parties agree that matters related to salary schedule structure, pay range minimums and maximums, and progression between ranges are part of this agreement as Appendix A solely for purposes of implementing the salary adjustment described herein.

The Parties agree that this salary adjustment resolves negotiated salary increases for the former AESOP bargaining unit for calendar year 2026. Employees covered by this MOU shall not be eligible for any additional negotiated across-the-board salary increase prior to January 1, 2027, unless otherwise expressly agreed to in writing by the Parties.

Nothing in this MOU prohibits the District and Union from negotiating the terms of a collective bargaining agreement after execution of this MOU, including wages, hours, and other terms and conditions of employment, provided that the salary adjustment addressed herein shall be treated as the negotiated salary increase for calendar year 2026.

General Provisions

This MOU is non-precedential and shall not be cited as evidence of past practice or relied upon in future negotiations, grievances, or proceedings, except for enforcement of the specific terms contained herein. Execution of this MOU does not constitute a waiver of any rights, proposals, or positions of either Party in collective bargaining negotiations.

This MOU shall become effective upon approval by the School Board. It shall remain in effect solely for the purpose of implementing the salary adjustment described herein and shall expire upon implementation of the salary increases provided herein.

**For Service Employees International
Union/Florida Public Services Union**



Afifa Khaliq, President

Date: 6/16/2026



Mark W. Floyd, Esq., Chief Negotiator

**For the School District of
Palm Beach County, Florida**

Michael J. Burke, Superintendent

Date: _____

Karen Brill, Chairperson of the School Board



Heather Frederick, Chief Financial Officer



Tim Kubrick, Chief of Human Resources

Appendix A

AESOP Salary Schedule Pay Rates by Job Level

PROPOSED

APPENDIX A

SALARY SCHEDULE ¹
Effective January 1, 2026

		6		7		8		9		10		11		12		13		14		15		
Days	Hours	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Days
182	6	17,205	30,096	17,764	32,389	18,341	34,344	18,937	36,277	19,552	37,817	20,190	39,389	22,549	43,560	24,843	47,688	27,157	51,674	29,702	55,998	182
182	8	22,940	40,128	23,686	43,185	24,455	45,792	25,250	48,369	26,070	50,422	26,921	52,518	30,066	58,080	33,124	63,584	36,210	68,898	39,603	74,664	182
190	8	23,949	41,892	24,727	45,084	25,530	47,804	26,358	50,495	27,216	52,638	28,104	54,827	31,388	60,633	34,580	66,379	37,802	71,927	41,344	77,946	190
193	8	24,326	42,553	25,117	45,796	25,933	48,559	26,776	51,292	27,646	53,469	28,548	55,693	31,883	61,591	35,126	67,427	38,399	73,063	41,996	79,177	193
196	8	24,705	43,215	25,508	46,507	26,336	49,314	27,192	52,089	28,076	54,300	28,992	56,558	32,379	62,548	35,672	68,475	38,996	74,198	42,649	80,408	196
206	8	25,965	45,419	26,809	48,880	27,680	51,830	28,580	54,747	29,508	57,071	30,471	59,444	34,031	65,739	37,492	71,969	40,985	77,984	44,825	84,510	206
216	8	27,226	47,624	28,111	51,253	29,024	54,346	29,967	57,405	30,941	59,841	31,950	62,329	35,683	68,930	39,312	75,462	42,975	81,769	47,001	88,612	216
226	8	28,486	49,829	29,412	53,626	30,368	56,862	31,354	60,062	32,373	62,612	33,429	65,215	37,335	72,122	41,132	78,956	44,964	85,555	49,177	92,715	226
12 mo	8	32,772	57,325	33,837	61,693	34,936	65,416	36,072	69,098	37,244	72,031	38,454	73,029	39,704	76,981	42,961	82,618	47,004	89,544	51,397	97,012	12 mo
		6		7		8		9		10		11		12		13		14		15		

¹ Salary Schedule changes to reflect:

- Continue at least 3.25% between pay grade minimums
- Increase overall 3.5% to pay range maximums