

**MEMORANDUM OF UNDERSTANDING**

**Santa Rosa County School Board  
and  
Santa Rosa Education Association**

This Memorandum of Understanding between the Santa Rosa County School Board (SRSB) and the Santa Rosa Education Association (SREA) relating to paraprofessionals covering classes.

In the event a substitute teacher cannot be found for a teacher, the Board may then ask a paraprofessional if they wish to be considered as a substitute teacher. The paraprofessional who volunteers, is used during an emergency, or is assigned after all other viable options have been exhausted will be paid \$7.75 per hour in addition to their regular salary.

When a paraprofessional is used as a substitute, he or she will, after working at least 30 minutes, receive one (1) hour minimum pay and paid in 30-minute increments after the first hour. The paraprofessional will be expected to fulfill their regular duties during non-student contact time unless otherwise directed by the school site administrator.

The maximum amount allocated for this expenditure is \$50,000.00 for this initial term of this agreement.

**TERMS AND CONDITIONS:** This Memorandum shall become effective April 1, 2025, and shall sunset on December 31, 2025, unless extended otherwise by mutual written agreement. Both parties will further negotiate to consider incorporating language into the Agreement during the 25-26 negotiation cycle.

The agreements in this Memorandum and all other provisions of the SRSB/SREA Collective Bargaining Agreement remain in full effect and are enforceable through Article XI of said Agreement. In the event of a conflict between this Memorandum and the SRSB/SREA Collective Bargaining Agreement, the Collective Bargaining Agreement shall control. This Agreement may not be amended except by a written agreement signed by the parties.

Agreed, this 11 of February, 2025

  
Board Chief Negotiator

  
SREA President

  
SREA Chief Negotiator