



District's Offer for SREA

TIA
M. Wypka
TIA [Signature]

1. A one-time, non-recurring 1.1707% bonus based on current contract value. This bonus is subject to income taxes, but no group insurance or Florida retirement.

Approx. Non-Recurring Cost: **\$317,386.26**

2. Recurring 0.8293% Improvement to Ed Support salary schedule.

Retroactive to July 1, 2025 and to be paid in June check.

Approx. Recurring Cost: **\$255,546.86**

Total Salary & Benefits Proposed by the District:

\$572,933.12 ≈ 2.00%

+ Leave Sick Language
+ class coverage will continue until funds are exhausted.
* If additional funds are allocated for employee raises, both parties agree to go back to the table to negotiate the impact of ESP salaries.

TA Masupka
TA [Signature]

4/2/2026

ARTICLE XIII: LEAVE

A. Sick Leave

1. Sickness or Death – Any employee employed on a full-time basis shall be entitled to four (4) days of sick leave upon the initial employment date during the first month of employment as defined by Florida Statute, and shall thereafter earn one (1) day of sick leave for each month of employment, which shall be credited to the employee at the end beginning of that month, and which shall not be used prior to the time that it is earned and credited to the employee, provided, the employee shall be entitled to earn no more than one (1) day of sick leave times the number of months of employment during the year of employment. Any full-time employee shall be entitled to four (4) times the number of hours in his/her normal workday of sick leave on the last day of the first month of each school year and will earn the same number of sick leave hours for each additional completed month of continuous, uninterrupted service. This leave shall be credited at the end of that month and shall not be used prior to the time that it is earned and credited. No employee shall be entitled to earn more than one (1) day of sick leave times the number of months of employment during the year of employment. Such leave shall be taken only when the employee is unable to perform their duties because of personal illness or illness or death of father, mother, brother, sister, husband, wife, child, or other close relative or member of his/her own household. The employee shall notify his/her immediate supervisor as early as possible. Employees shall be credited for leave earned in another Florida school district at a rate of one (1) day per month. There shall be no limit on the days of sick leave an employee may accrue, provided that at least one half (1/2) of this cumulative leave must be established within the district. Any sick leave applied for that qualifies for leave under the Family and Medical Section of this Agreement and shall be used in conjunction with the rules of that section of this Agreement.