

Differentiated Pay
Memorandum of Understanding between ACEA
and Alachua County Public Schools

Both parties agree that differentiated pay will be awarded to instructional personnel at schools that have exited School Improvement (SI) status for the 2024-2025 school year for the purposes of recruitment and retention.

To be eligible for the differentiated pay, the instructional personnel must have a 3-year aggregate VAM score of Highly Effective or Effective rating for the student performance portion.

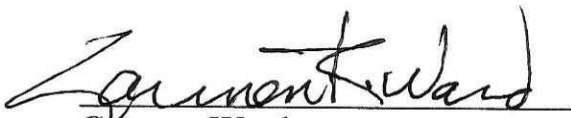
Instructional personnel rated as Highly Effective will have a \$3,750 payment in January 2025 to all active instructional staff members of schools that have exited School Improvement (SI) status for the 2024-2025 school year, who have missed five or fewer days of work in the first semester. A second \$3,750 payment will be awarded in June 2025 to all active instructional personnel at these schools who have missed five or fewer days of work in the second semester.

Instructional personnel rated as Effective will have a \$1,875 payment in January 2025 to all active instructional staff members of schools that have exited School Improvement (SI) status for the 2024-2025 school year, schools who have missed five or fewer days of work in the first semester. A second \$1,875 payment will be awarded in June 2025 to all active instructional personnel at these schools who have missed five or fewer days of work in the second semester.

This agreement is in place for the 2024-2025 School Year.

Dated this 9th day of May, 2024

SIGNATURES:



Carmen Ward
President, ACEA



Kevin L. Purvis
Instructional Chief Negotiator, ACPS