

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

Both parties agree that differentiated pay will be awarded to instructional personnel, including instructional paraprofessionals and VPK Instructors at fragile schools (Alachua, Idylwild, Lake Forest, Metcalfe, Rawlings, Shell and Terwilliger) for the 2024-2025 school year for the purposes of recruitment and retention.

A \$1,250 payment will be made in January 2025 to all active instructional staff members of fragile schools who have missed five or fewer days of work in the first semester. A second \$1,250 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.

A \$500 payment will be made in January 2025 to all active instructional paraprofessionals and VPK Instructors at these schools who have missed five or fewer days of work in the first semester. A second \$500 payment will be awarded in June 2025 to all active instructional paraprofessionals and VPK Instructors at these schools who have missed five or fewer days of work in the second semester.

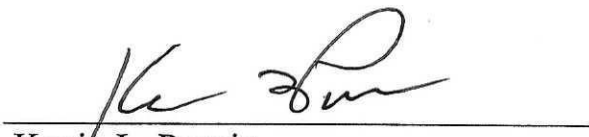
This agreement is in place for the 2024-2025 School Year.

Dated this 9th day of May, 2024

SIGNATURES:



Carmen Ward
President, ACEA



Kevin L. Purvis
Instructional Chief Negotiator, ACPS