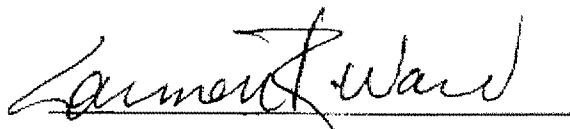


DIFFERENTIATED PAY
SCHOOL IMPROVEMENT SCHOOLS
MEMORANDUM OF UNDERSTANDING

Both parties agree that differentiated pay will be awarded to instructional personnel, including instructional paraprofessionals at School Improvement schools for the 2022-2023 school year for the purposes of recruitment and retention. A \$1,250 payment will be made in January 2023 to all active instructional staff members of Idylwild, Lake Forest, Rawlings, Terwilliger, Alachua, Metcalfe and Shell Elementary Schools who have missed ~~three~~ five or fewer days of work in the first semester. A second \$1,250 payment will be awarded in June 2023 to all active instructional personnel at those schools who have missed ~~three~~ five or fewer days of work in the second semester.

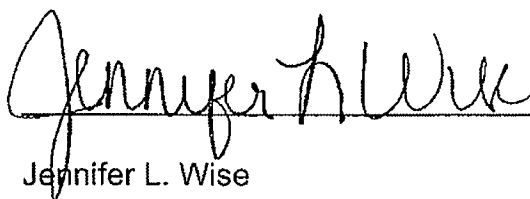
Instructional paraprofessionals will receive a payment of \$500 in January 2023 to all active paraprofessionals at these schools who have missed ~~three~~ five or fewer days of work in the first semester. A second \$500 payment will be awarded in June 2023 to all active instructional paraprofessionals at these schools who have missed ~~three~~ five or fewer days in the second semester. Bonuses will be funded out of TSSSA funds as allowable under the grant application and then covered by district funds to bring all designated employees up to the bonus amounts prescribed in this memorandum of understanding.

Dated this 12th day of September 2022.



Carmen Ward

ACEA



Jennifer L. Wise

School Board of Alachua County