

**Differentiated Pay  
School Improvement Schools  
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 School Improvement Schools for the 2023-2024 school year for the purposes of recruitment and retention.

A \$1,250 payment will be made in January 2024 to all active instructional staff members of Rawlings, Terwilliger, Alachua, Metcalfe and Shell Elementary Schools who have missed five or fewer days of work in the first semester. A second \$1,250 payment will be awarded in June 2024 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 2024 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 2024 to all active instructional paraprofessionals and VPK Instructors at these schools who have missed five or fewer days of work in the second semester. Bonuses will be funded out of district funds to bring all designated employees up to the bonus amounts prescribed in this memorandum of understanding.

This agreement is in place for the 2023-2024 School Year.

Dated this 2<sup>nd</sup> day of November, 2023

SIGNATURES:



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Dr. Crystal Tessmann  
ACEA



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Maria Eunice  
Alachua County Public Schools