

**Indian River Education Association
Teacher, Paraprofessional, and Secretary Collective Bargaining Agreement
Indian River School District
Memorandum of Understanding
October 1, 2025**

WHEREAS, the Indian River Education Association (IREA) and the Indian River School District ("District") entered into discussion per the collective bargaining agreement (CBA) after the referendum on June 5, 2025.

WHEREAS, the IREA and the District recognize the need to compensate all employees. With the failed referendum the District is not in a financial position to bargain any compensation.

WHEREAS, the compensation package bargained that included a one-time bonus, salary increases and longevity bonuses in the event a referendum passed is no longer available.

NOW, THEREFORE, the IREA and the District do hereby agree that for the remainder of the current contract the District and IREA will commit to a compensation-only reopener within 30 days following the successful passage of an operating referendum or, if there is no such passage of a referendum, the parties will hold a compensation-only reopener prior to the start of the next fiscal year. This reopener language will remain in place for the remainder of the contract.

The parties agree that this waiver/agreement shall be without prejudice and shall in no way constitute a precedent for future waivers/agreements without mutual agreement from both parties.

IN WITNESS WHEREOF, the parties have executed this agreement, as follows:

For IREA


President

For the District:

