

MEMORANDUM OF UNDERSTANDING
Between
The School District of Palm Beach County (District)
And
The Palm Beach County Police Benevolent Association, Inc.

This Memorandum of Understanding is entered into by and between the School District of Palm Beach County ("District") and the Palm Beach County Police Benevolent Association, Inc. ("PBA"). The District and PBA are collectively referred to as the "Parties." This Memorandum of Understanding shall be effective as of the date of execution by the Parties, as reflected in the signature block below.

The Parties agree to amend Article 20, as outlined below, to provide eligible bargaining unit employees with a full 3.6% recurring increase to base pay. This recurring increase shall replace the previously issued 1.5% bonus, which shall be refunded to the District in accordance with the terms set forth below. The 3.6% recurring increase is inclusive of the 1.5% increase to base pay implemented in January 2026.

20.5 SALARY ADJUSTMENTS

- a. The Parties agree that effective January 1, 2026, the maximum and minimum Hourly Pay Rates on the Minimum-Maximum Hourly Pay Rate Schedules for Officers and Sergeants (Appendix A) ~~will be~~was increased by 1.5% to the minimum and 1.5% to the maximum. This amended Minimum-Maximum Hourly Rate Pay Schedule(s) is attached as Appendix A. Also, effective January 1, 2026, each bargaining unit member's hourly rate of pay ~~will be~~was increased by 1.5%. Additionally, all employees ~~will~~ received a 1.5% lump sum payout of their current base salary prior to any negotiated salary increase for the 2025-2026 school year. Those individuals who are no longer employees of the District on the date the School Board approved ~~ds~~ this Agreement ~~are~~ were not entitled to this pay increase.

Following these salary adjustments, the Parties agreed that the members of both the officers and sergeants bargaining units would receive a 3.6% increase to their hourly rates of pay, inclusive of the previously received 1.5% increase, and in exchange for the return of the 1.5% bonus. Such wage adjustment will be implemented in September 2026, wherein the bargaining unit members will receive an additional 2.1% increase to their base salary rates at the same time as the reversal (return) of the lump sum payouts. Any and all retroactive payments will be issued by the end of October 2026.

Appendix A will be updated to reflect these additional salary adjustments.

- b. The Parties agree that the Minimum-Maximum Schedules in Appendix A are not subject to further modification or change until January 1, 2027 as agreed to in the Duration of Agreement

APPENDIX A – SALARY SCHEDULES

January 1, 2026

Officer Pay Rates

- Minimum Hourly Rate of Pay: ~~\$35.56~~ \$36.30 12 Month Min Base Salary: ~~\$71,111~~ \$72,600
- Maximum Hourly Rate of Pay: ~~\$60.77~~ \$62.04 12 Month Max Base Salary: ~~\$121,536~~ \$124,080

Sergeant Pay Rates

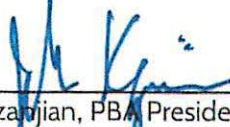
- Minimum Hourly Rate of Pay: ~~\$39.11~~ \$39.93 12 Month Min Base Salary: ~~\$78,216~~ \$79,860
- Maximum Hourly Rate of Pay: ~~\$66.85~~ \$68.25 12 Month Max Base Salary: ~~\$133,696~~ \$136,500

provision of this Contract, and further agree that future modifications or changes to Appendix A and/or the hourly rates on that Schedule will be effective January 1, of any given year unless otherwise agreed to by the Parties.

- c. Only those employees who receive an overall satisfactory end of the school year annual evaluation the previous school year shall be eligible to receive the wage increase set forth above.

~~d. "Me Too Clause": For only this term of bargaining (2025/2026 school year/2026 modifications, as applicable for the PBA/CTA), if any of the bargaining unit members of the CTA receive over three (3) percent of their current base salary towards their earnings, whether such amount be paid as a base wage increase or lump sum payout, all members of both PBA Bargaining units will receive that same extra amount, paid in the same form as that received by the CTA members (base salary or lump sum payout). For example, if any CTA members receive a five (5) percent increase in earnings whether as a base wage increase or lump sum payout (combined or separate amounts), all members of the PBA units will receive an additional two (2) percent increase (as a base salary or lump sum payout, as determined by the method of payout to the CTA member(s), for whatever amount is in addition to the combined 3% received by PBA Members). Any such amount will be retroactive to January 1, 2026.~~

For the Palm Beach County
Police Benevolent Association, Inc.



John Kazanjian, PBA President

Date: 6/18/26



Katie Mendoza, PBA Legal Counsel

For The School District of
Palm Beach County, Florida

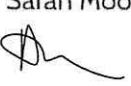


Michael J. Burke, Superintendent

Date: 6/15/26



Sarah Mooney, Chief of Police



Heather Frederick, Chief Financial Officer



Tim Kubrick, Chief of Human Resources